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Small Business Management Training

Federal-provincial small business management training program, formerly under Department of Trade and Commerce, now part of Technical and Vocational Training Branch of Labour Department

Courses conducted under the federal-provincial Small Business Management Training Program are having a beneficial effect on the operations of small businesses. This was illustrated at a conference last month in Ottawa of the administrators of Small Business Management Training from six provinces and one international trade association.

The meeting was called by the federal Department of Labour, and included representatives from British Columbia, Alberta, Saskatchewan, Ontario, Prince Edward Island and Nova Scotia.

It was shown that, as a result of federally supported business courses in local communities, many owners and operators of small businesses are changing their methods of keeping records, handling accounts receivable, keeping inventory, determining prices, interpreting financial statements, buying, budgeting, and conducting sales promotion and other business operations.

The courses, prepared by the Department of Labour and written by authorities in each aspect of small business management, include: retailing, management accounting, and marketing for small manufacturers. The courses have been organized in some 30 local communities by boards of trade, service clubs, businessmen's and trade associations, and have been attended by 1,000 owners of small businesses.

The program is administered provincially by Departments of Education, which arrange for instructors chosen from the ranks of business and professional men.

The meeting was told that the business community is giving the program a great deal of support. The provincial administrators reported a heavy demand for courses throughout their respective provinces. A number of companies are stuying the program with a view to adapting it to the needs of their dealers, retail outlets and industrial salesmen.

Speaking at the opening of the meeting, Dr. C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, stressed the necessity for management training, stating that the courses specifically designed for Canadian small business can be of great assistance to continuing economic growth in all parts of Canada.

Improved small business performance is a decided asset to the growth of Canada's economy at the rate necessary to provide a satisfactory level of employment and standard of living, he said.

Dr. Ford said that every survey and analysis of small business, both in North America and Europe, has established that managerial shortcomings outweigh all other reasons for small business failure and poor performance. He added that the conclusion must be drawn that management training will improve this situation.

The Small Business Management Training Program was formerly under the Department of Trade and Commerce. During December 1963, it was transferred to the Department of Labour, where it has become a division of the Technical and Vocational Training Branch.

D.S. Conger, who was formerly chief of the Management Training Division in the Department of Trade and Commerce, where the Small Business Branch was first established in 1958, is in charge of the program.

The program comes under the Technical and Vocational Training Assistance Act, and is eligible for financial support under Program 4 of the Technical and Vocational Training Agreement. The courses, which are given at the local community level, are sponsored by a local trade or business association, service club, board of education or other interested group.

A local sponsoring committee works with a provincial superintendent to select the required courses and then assumes responsibility for conducting and administering the courses. The courses now available for sponsorship are: Accounting for Owners, Bookkeeping for Owners of Small Businesses, Marketing for Manufacturers, and Retailing.

Interested sponsoring groups may write to the Department of Education in the provinces of British Columbia, Alberta, Ontario, Prince Edward Island and Nova Scotia, to get in touch with the provincial adminstrator or superintendent of small business management training. Further information is also available direct from the Small Business Management Training Division, Technical and Vocational Training Branch, Department of Labour, Ottawa.

50 Years Ago This Month

Fourth annual convention of British Columbia Federation of Labour adopts resolution condemning "grossly biased attitude" of two judges in trials of striking Vancouver Island miners

A resolution condemning the "grossly biased attitude on the bench" of a county court judge of the County of New Westminster and a judge of the British Columbia Supreme Court, in the trials of miners from Vancouver Island, was passed by the fourth annual convention of the British Columbia Federation of Labour, held in New Westminster on January 26 to 30, 1914.

The resolution referred to the judges' "browbeating of the counsel for the defence, [and] the unwarranted denunciation of the witnesses for the defence as liars and perjurers" during the trial. It provided for the setting up of a special committee "to confer with the solicitors for the defence with a view to preparing charges against one or both judges; and that the said charges be sent to the Hon. R. L. Borden, M.P., Prime Minister of Canada; Hon. C. J. Doherty, M.P., Minister of Justice; H. H. Stevens, M.P., and J. D. Taylor, M.P., with a request for the impeachment of the said judges."

The report of this convention in the LABOUR GAZETTE of February 1914 said that a large part of the President's report was "devoted to a review of the coal miners' strike on Vancouver Island and the efforts put forth on behalf of the miners in an endeavour to effect a settlement." The President's report severely criticized the provincial Government for sending militia and special constables into the strike district, and "the militia as an institution was condemned," the report said.

"Disappointment was expressed at the lack of co-operation between officials of Vancouver Trades and Labour Council and officials of the Federation in the protest entered by the latter body against the use of the militia in connection with the miners' strike."

The report of the convention continued: "In submitting the question of a 48-hour strike as a protest of organized labour against the treatment accorded the striking miners on Vancouver Island, the executive committee put the question as follows: 'If you are willing to lay down your tools and leave your employment for a period of 48 hours in order to make the most emphatic protest possible against the actions of the Government, you will say *Yes;* if, however, you approve of the use of the militia in an attempt to defeat the workers, you will say *No.*' Of the 120 organizations asked to vote on this question, only 12 sent in returns, the votes cast being 670 in favour of strike and 270 against."

Among the other resolutions passed by the convention were some that:

—Favoured the absolute exclusion of all Asiatics from Canada; endorsed the movement to obtain equal suffrage for women; favoured legislation to secure minimum wage boards and an eight-hour day for female workers; declared that "neither the name nor the funds of the British Columbia Federation of Labour shall be used to promote the interests of any political party"; declared against military training in schools;

—Favoured the shortening of hours of labour in mines to six hours per day, bank to bank, and to seven hours per day for all other classes of labour in British Columbia, with a minimum wage of $4 per day; favoured the abolition of private employment agencies; favoured the payment of wages at least fortnightly and in cash; favoured the expiry of all trade agreements with employers on May 1;

—Decided that no fraternal delegate would be sent to the next meeting of the Trades and Labour Congress of Canada; recommended that all affiliated unions should have a clause inserted in their constitutions prohibiting members from belonging to any military organization; and favoured the expulsion of all Asiatics from the mines, and urged that further restrictions be placed on their employment.

CPR Financial Statement

The value of the assets of the Canadian Pacific Railway, according to a special valuation just completed by officials of the company, was $846,000,000, this journal reported. These assets included "lands, mileage, stations, rolling stocks, steamships and all property owned by the company."

The railway itself was valued at $452,-320,780, and the 70 vessels of its steamship fleet at $23,049,283. The company owned 2,052 locomotives.

The company's total income for the year ended June 1, 1913 was $139,395,000, with operating expenses of $95,145,875.

Government Planning Labour Standards Legislation

Revised labour standards for industries coming under federal jurisdiction were part of the new legislation involving his Department that the Government had in mind for 1964, Hon. Allan MacEachen, Minister of Labour, told the Windsor Chamber of Commerce last month.

There was already legislation providing for minimum standards regarding wages, hours, holidays and vacations in most provinces, but there was an important gap here to be filled, Mr. MacEachen said.

Safety Legislation

The Government was considering legislation on occupational safety. There was at present no federal legislation directed toward the prevention of accidents in the course of employment and the elimination of industrial dangers to health in the various works, undertakings and businesses within federal jurisdiction.

The purpose of the proposed law, the Minister said, was to require the institution of measures to protect the health and safety of employees with respect to matters that did not already come within the province of other federal departments.

Unemployment

After referring to the steps the Government had taken in 1963 to reduce unemployment or alleviate its effects, Mr. MacEachen said that further action was being considered for 1964 to improve existing machinery for dealing with unemployment. He alluded particularly to contemplated legislative changes to the Unemployment Insurance Act and the operation of the National Employment Service as a result of proposals made by the Gill Committee.

A careful review of these proposals, including those relating to changes in organization directed toward fuller co-ordination and integration of the work of the NES with that of the Department of Labour, had been under way for some time, the Minister said.

Economic Council of Canada Meets, Announces First Project

Dr. John J. Deutsch, Chairman of the new Economic Council of Canada and former Vice-Principal of Queen's University, last month stated that the first project of the Council is to produce a report on Canada's medium- to long-term prospects and problems. The report is to be completed by the end of the year.

Dr. Deutsch also announced that the nucleus of a research staff would be engaged almost immediately. Its task will be to initiate the studies that will form the basis for the long-range economic survey to be prepared by the 28-member Council (L.G., Jan., p. 4).

Executive Committee

An initial meeting of the Council approved the formation of an executive committee composed of: Dr. Deutsch; J. L. E. Couillard and Arthur J. R. Smith, the two permanent Directors of the Council; Roger Charbonneau, Director of the Ecole des Hautes Etudes Commerciales; Robert Fowler, President of the Private Planning Association of Canada; Claude Jodoin, President of the Canadian Labour Congress; and David Kirk, Secretary-Treasurer of the Canadian Federation of Agriculture. Mr. Couillard was also named Vice-Chairman of the Council.

The Council also established four standing committees to delve into economic growth, labour-management relations, productivity, problems of adjustment, and industrial research and technology.

Advice on Policies

Hon. Maurice Lamontagne, the then President of the Privy Council, responsible to Parliament for the Economic Council of Canada, in addressing the meeting said the Government intended to ask the Council from time to time "for specific advice on policies having long-range implications." He also pointed out there would be no attempt by the Government to influence the Council.

The Chairman emphasized that the Council was not intended to engage in economic planning that would be imposed on the various sectors of the country but to develop a consistent and logical set of policy recommendations that would promote the best performance of the ecoonmy.

Its goal is to seek a consensus among those responsible for making decisions in business, agriculture and government about the best way of promoting steady economic growth, he said.

29,000 Apply for House-Building Incentive in Plan's First Month

At the beginning of last month, the Department of Labour had received some 29,000 applications for the construction of winter-built houses under the Winter House Building Incentive Program (L.G., Oct. 1963, p. 862). As the program ends on March 31, by which date construction must be completed if the houses are to qualify for the $500 incentive payment, the flow of applications had likely passed its peak by January 1.

A tabulation of the first 27,796 applications received showed that 190 were cancelled by the applicant and about 900 did not meet the required conditions regarding the amount of construction permitted before December 1, 1963.

Of the remaining 26,678 applications, Quebec and Ontario had produced the most, with more than 8,000 each. Alberta was third, with 3,627 applications. Figures for other provinces were: Newfoundland 180, Prince Edward Island 49, Nova Scotia 336, New Brunswick 233, Manitoba 1,288, Saskatchewan 1,156, British Columbia 2,678, and Yukon and Northwest Territories 31.

The 26,678 applications covered 2,433 duplexes, 184 triplexes, 539 four-unit buildings, and 23,522 single houses. Seventy per cent are being built with National Housing Act financing.

It is estimated that construction under the applications approved up to the beginning of the year will require 95,000 workers on the construction sites during the four winter months, and another 115,000 workers in the industries that manufacture, transport and sell building materials.

Winter Works Incentive Program Surpassing Last Year's

By January 24, federal government contributions under the 1963-64 Municipal Winter Works Incentive Program were higher than in the comparable period of the previous season, although the number of applications received was lower. The consolidation of applications by participating municipalities accounts for the higher contributions on a lower number of applications.

And both the estimated cost of projects during the period of the program and the estimated number of men to be hired reached new records by January 24.

The estimated federal government share of direct payroll costs for the 1963-64 program had reached $42,477,000, compared with a cumulative total of $35,811,000 for the comparable week last year.

Applications received in the 1963-64 program were 5,678; in the 1962-63 program at this date they numbered 5,917. Applications accepted numbered 5,608 and 5,853, respectively.

Participating local authorities totalled 2,400 for the 1963-64 period ended January 24, compared with 2,293 for the similar 1962-63 period.

In the week ended January 24 this year, the estimated cost of projects during the period of the program reached 233,300,000, and the estimated direct payroll cost, $80,530,000. The estimated number of men to be hired during the period of the program was placed at 126,013 and the number of man-days of work at 5,564,246.

U.S. Teamsters Win Agreement On First Nation-Wide Contract

The International Brotherhood of Teamsters and the United States trucking industry last month reached agreement on a nation-wide contract, their first national labour contract.

The contract encompasses more than 400,000 Teamster members and 400 locals in a single bargaining unit, and involves some 16,000 local and long-distance trucking companies. Only negotiations in the U.S. steel industry, which usually affect some 500,000 workers, cover a greater number of workers.

Among main provisions of the three-year contract, expiring March 31, 1967, are:

—An increase of 28 cents an hour in three annual stages.

—An increase of $3.00 in weekly payments to the medical-care fund, spread over the three-year period.

—An increase in the weekly pension fund payments, of $1.00 on February 1, 1964 and $1.00 on February 1, 1966.

—Four weeks vacation after 16 instead of 18 years of service.

—An additional 1-cent-an-hour increase on February 1, 1965 for employees earning less than $3.13 an hour.

—A two-year "moratorium" on the annual cost-of-living pay increases (in recent years averaging 3 cents a year).

CNTU Appoints Vice-President

The executive of the Confederation of National Trade Unions has appointed Jean-Noel Godin a Vice-President to succeed René Gosselin, who has been named a member of the Quebec Labour Relations Board. Since June 1959, Mr. Godin had been president of the National Federation of Clothing Workers.

Labour Attache in Belgium Returns, Heads International Affairs Branch

A. J. L. Mainwaring, formerly Canadian Labour Attache at Brussels, Belgium, last month became Director of the International Labour Affairs Branch of the Department of Labour, which was formerly the International Labour Organization Branch. He succeeds Paul Goulet, who is on retirement leave.

Dr. R. M. Adams, formerly Head of the Labour-Management Division, Economics and Research Branch, has taken Mr. Mainwaring's place in Brussels.

Mr. Mainwaring was associated with the ILO on numerous occasions; he had attended seven sessions of the International Labour Conference by the time he was posted to Brussels in November 1958, and had represented Canada at other ILO meetings in North America and Europe.

Before his assignment to Brussels, Mr. Mainwaring was Head of the Labour-Management Division, Economics and Research Branch, and before that, Assistant Editor of the LABOUR GAZETTE. He had joined the Department in 1942.

Dr. Robert McDonald Adams has been associated with the Economics and Research Branch since 1958, and has been chief of the Labour-Management Division of the Branch since 1960.

John Mainwaring

Demand Continues Strong For University Graduates

University graduates continue to be in strong demand in Canada, although the number of students graduating increased by 17 per cent—from about 26,500 to 31,000—between 1962 and 1963. In 1964, it is expected that the total number of those receiving degrees—Bachelor, Master or Doctorate—will approach the 37,000 mark.

Starting salaries are also continuing their upward trend.

These and additional data, together with descriptions of job prospects for graduates of the various courses, are given in *Supply and Demand—University Graduates 1963-64*, published last month by the Executive and Professional Division of the National Employment Service.

Graduating classes may be expected to become larger in the coming years as the enrolments at Canadian universities and colleges continue to increase rapidly, the booklet points out. Full-time enrolment reached 141,388 students in 1962-63, representing an increase of about 10 per cent over the previous year. If the same rate of increase continues in 1963-64, then some 156,000 full-time students will be studying at institutions of higher learning throughout the country.

Estimated monthly starting salaries offered to the 1963 graduates are based largely on rates paid by the larger national employers. For Bachelors, they range from $345 to $470; Masters, $451 to $490; and Doctors, $658 to $700 (figures for the latter two categories are not complete).

Increases in starting salaries apply to nearly all courses, and range from 5 per cent for graduates in economics and political science to 10 per cent for graduates in mathematics. In the engineering profession, salaries are from 1.5 to 3.5 per cent higher than in the previous year, metallurgical engineering showing the largest increase.

On the demand side, the booklet includes the following estimates:

—About 9 per cent more social scientists will be needed in 1964; universities and colleges will require 13 per cent more.

—Some 7.8 per cent more economists will be required in 1964, with universities needing the largest number.

—Each year there are potential openings for 1,500 agricultural science graduates but new graduates total less than half that number.

—There is a particular demand for high school specialists in mathematics, science, home economics and commercial work.

—Demand for engineers continues to be strong in industry, government and universities.

AUTOMATION

Employer speaker at AFL-CIO convention says automation "our greatest domestic problem" and calls for total preoccupation of all—industry, labour and government—with ways to solve it

"I am convinced that as a result of automation, as a result of our new relationship to machines, the relationship of the worker to both management and his union will also have to change.

"I am convinced that because the problem is so enormous, we have entered into an era in which we must court totally new ideas and totally new ways of approaching our problems—ideas and techniques that will be far removed from any approaches we have known before.

"All such ideas should get fair hearings, no matter how outlandish they may seem. Our very salvation, in my opinion, depends on innovation—innovation and the co-operative will of us all."

These words were spoken by an employer, John I. Snyder, Jr., President and Chairman of the Board of U.S. Industries, Inc., at the 5th biennial convention of the AFL-CIO. Mr. Snyder is co-chairman with A. J. Hayes, President of the International Association of Machinists, of the American Foundation on Automation and Employment, his company produces automation machines and the subject of his address was "Automation."

Automation is "our greatest domestic problem," he said. "We need to become totally preoccupied with this problem—all of us in industry, labour and government—if we intend to solve it.

"It seems to me there is no question that we have already entered upon a time which requires a far greater degree of wholehearted co-operation between labour, management and government than mankind has ever known before." He said the Automation Foundation was a sign pointing in that direction, a sign that such co-operation was possible.

Mr. Snyder began by saying that he did not agree that automation was an evil. (In his presidential address to the convention, George Meany had said that automation was a curse to society.)

I believe automation is necessary for this nation today if we are to produce and sell goods in the face of world competition, and that ultimately it can do greater good for mankind, relieving man of much drudgery he has had to perform before.

I also believe, however, it is in the best interests of all businessmen to work hard to solve the very real and immediate human problems that automation is creating.

There is no question that automation is displacing workers, Mr. Snyder said. But there is some question about the rate at which machines are taking jobs away from men. Here he found fault with the conclusion reached by the President's Council of Economic Advisers that unemployment in the industries most affected by automation was less than projections of early figures had indicated (L.G., Dec. 1963, p. 1071).

The formula used in the Automation Foundation—the over-all employment figure multiplied by the rate of increase of output per man-hour—showed that in the United States in 1962 more than 2½ million jobs were lost to automation. "That would be 51,000 jobs a week. To allow for a margin of error, we have maintained that automation has been a major factor causing the loss of jobs at the rate of 40,000 a week."

There was nothing sacred or exact about that figure, Mr. Snyder continued. But what he did regard as sacred was the necessity to face up to two "hard and brutal" truths: automation is here to stay, and automation is putting and for a long time to come will continue to put a lot of people out of work.

And these people include both blue-collar and white-collar workers: bookkeepers, clerk statisticians, and accountants who are rapidly being replaced by "sophisticated electronic brains."

Yet the country as a whole remains singularly unaroused and I can't help but wonder why. Is it because today we have so many benefits that we did not have back in the Thirties—social security, welfare, unemployment compensations, and all the other desirable, necessary, and good benefits which we fought so hard to win? Is it because the unemployed aren't organized or represented by any spokesmen? The unemployed would make a pretty big union.

Mr. Snyder said he was angry about the emergence of a whole series of delusions that are widely accepted and have "a deep tranquilizing effect on many men and women who otherwise might help solve the human problems automation is creating." These delusions must be exposed as the fallacies they are, he said.

Fallacy No. 1 was that automation really is not going to eliminate many jobs. "Automation is indeed eliminating jobs," he said. Detroit is the centre of automation and is also one of the country's largest and most critical unemployment areas. He cited

figures from a June 1963 survey that showed that employment in companies, in various industries, had dropped at least 5 per cent and at most 43 per cent; but in almost all of the companies, productivity was up.

In addition, automation has displaced people through "silent firings," which Mr. Snyder defined as workers who without automation would eventually have been hired for specific tasks that are now automated.

There are also those workers who lose their jobs through vertical integration due to automation, as in the case of a company which formerly supplied a third of Ford's body parts. When Ford automated its stamping plants, no Ford employees were displaced, but 5,000 employees of the body company were obliterated from the payroll.

Fallacy No. 2 was that automation will create jobs, not only in the running of machines but also in the building and maintenance of them. But experience has shown that after the initial "debugging" of automated machines, they require very little maintenance; if this weren't so it wouldn't make economic sense to automate. And if the same number of workers replaced by automation were needed to build the machines, there would be no point in automating.

Fallacy No. 3 was that all the people who lose their jobs to machines can be rapidly retrained and placed immediately in other jobs requiring higher skills. "Most of our experience so far refutes this claim," he said "Unfortunately, many of our workers appear to be simply not retrainable by present techniques.

"You cannot force people into retraining, and after you retrain them you can't manufacture jobs out of thin air. We have not yet discovered a satisfactory system for retraining and re-employing a significant number of workers."

Here Mr. Snyder touched on another barrier to retraining. In the face of an "appalling" lack of teachers, we can't provide retraining by using traditional training methods; yet we cannot use modern machine teaching techniques unless people accept them.

Fallacy No. 4 related to the Negro. The key issue in the Negro protest movement was jobs, and automation has played a role in aggravating this problem. There was a relationship between the "Second Industrial Revolution" and the "Second American Revolution."

These "Four Fallacies of Automation" were serving as "deep sedation for those who either cannot or will not come forward to grapple with the human problems caused by automation.

"It is much easier to look for proof that these problems do not exist than to admit their existence and move ahead toward a solution."

What are the solutions? Is tax reduction a solution? Will collective bargaining provide a solution? Will the shorter work week be the solution to the problems of automation?

Mr. Snyder was of the opinion that a tax cut can be a partial solution—"if it creates enough purchasing power to stimulate enough additional production to stimulate additional employment."

He did not believe that collective bargaining can help solve the human problems created by automation but he did believe that the collective bargaining process will prove invaluable if it is employed with the kind of wisdom and vision that resulted in the Kaiser steel agreement (see page 101).

The shorter work week, he believed, had merit as a solution "in the absence of other solutions, and only because of some long-term benefits that it may produce." He explained: a shorter work week means more leisure time, more leisure time requires means of constructively using it, constructive use of leisure time will require new leisure-time industries, and new leisure-time industries mean more total jobs.

It was here that Mr. Snyder appealed for the total preoccupation of industry, labour and government with the problem of automation.

Shorter Work Week No Cure for Unemployment—Cornell

A shorter work week with the same weekly pay will not necessarily mean more jobs, according to a study carried on at Cornell University.

Labour leaders are asking for a shorter work week because they believe that it will solve, at least partially, the problem of unemployment, explains Marcia L. Greenbaum, a former research assistant in Cornell's New York State School of Industrial and Labor Relations.

Union leaders, she says, are convinced that automation is a major cause of unemployment and that a shorter work week is needed to spread a decreasing amount of available work among an increasing number of workers.

But both management and government argue that reduction in working hours without a reduction in pay is more likely to destroy jobs than to creat new ones. Union demands for the maintenance of take-home pay is the equivalent of a large wage increase, and higher labour costs may discourage hiring, she points out in a bulletin, "The Shorter Workweek," issued by the School.

To maintain take-home pay will require a 14.3-per-cent wage increase, which will almost always means an increase in the firm's labour costs, says Miss Greenbaum. If a firm is in such a highly competitive industry that it cannot raise its prices, management may attempt to offset a wage increase, economists believe, by reducing the number of workers or by increasing the productivity of the present workers, she maintains. On the other hand, if the firm increases prices, lower sales and less production may result.

In neither case, says Miss Greenbaum, does the employer have any incentive to hire more workers. In addition, some marginal firms might be pushed completely out of existence.

Management and government officials also contend the shorter work-week with the same pay will probably mean a drop in living standards. The 14.3-per-cent wage increase is almost five times more than the normal annual productivity increases of 3 per cent. Productivity would have to increase as much as wages increase to prevent inflation, explains Miss Greenbaum. The workers' real wages would be less since rising prices would mean higher living costs.

Union leaders hope also to induce employers to hire more workers when they need additional help by demanding double-time instead of time-and-a-half for overtime work. In particular, says Miss Greenbaum, unions would like to see the 35-hour week lead to an extra shift of workers in many plants now working a single 40-hour shift. Miss Greenbaum thinks, however, that demand for the employer's product would have to increase substantially to make two shifts profitable.

Employers' increased costs from a shorter work week could eventually be met by increased productivity and increased labour efficiency, but not all at once. "With an annual productivity gain of 2 to 3 per cent predicted for the next few years, it is unlikely that this rise can offset in one fell swoop the 14.3-per-cent initial wage increase and possible additional costs from overtime payments or extra shift arrangements," Miss Greenbaum says.

Some side effects of a shorter work week might be an increase in "moonlighting" and an increase in the labour force of "secondary workers" such as housewives and retired workers.

There are other ways of decreasing hours of work, such as longer weekends, longer vacations and earlier retirement ages. Miss Greenbaum also mentions the sabbatic leaves that are being introduced for older workers. And the working life of younger people is being shortened by longer vocational training and other education, which postpone their entrance into the labour force.

In the future, the standard 40-hour work week is likely to disappear, concludes Miss Greenbaum. But she believes that the reduction in working hours will occur more gradually than many labour leaders might prefer and in far less dramatic forms than the sudden leap to a 35- or 32-hour week.

The Long-Range Sharing Plan of Kaiser Steel, United Steelworkers

Employment-stabilizing sharing plan agreed to by Kaiser Steel and United Steelworkers set a precedent for entire industry

When the Kaiser Steel Corporation in the United States signed its employment-stabilizing Long-Range Sharing Plan with the United Steelworkers of America (L.G., Jan. 1963, p. 6), it set a precedent for the entire industry.

Details of the plan, which came into effect on March 1, 1963, were explained during the Staff Training Conference of District 6, United Steelworkers of America, held in Niagara Falls, Ont., on November 24-29, by Marvin J. Miller, Assistant to the President of the USW. Mr. Miller is co-ordinator of the Human Relations Committee established under the United States steel industry agreements with the USW in January 1960 and is one of the three union representatives on the tripartite USW-Kaiser Steel Long-Range Committee, which developed the plan now in effect at the company.

The basic objective of the Long-Range Sharing Plan entered into by the Corporation and two Steelworkers locals is to pro-

vide employment protection against technological change.

Among major provisions of the Long-Range Sharing Plan are:

—Allocation of 32½ per cent of the monthly savings resulting from increased productivity or material savings to the more than 4,000 employees affected by the plan. Subtractions are made from this share, until a certain adjustment is reached, for a company-maintained Wage and Benefit Reserve.

—A guarantee of at least as much in wages and fringe benefits as employees of other steel companies.

—An employment guarantee, made effective through establishment of a plant-wide employment reserve.

—A displacement differential to be paid to any employee affected in his job classification by technological change.

—A "short-week" payment to employees scheduled for a work week of less than 40 hours (because of technological changes or new work methods) and who are available for 40 hours of work in a week.

—Incentive provisions of the collective bargaining agreement continued in effect, but the company will not establish new incentives, and terms of the plan in general are such as to facilitate the switch to the Long-Range Sharing Plan on the part of incentive employees.

—A minimum sharing guarantee, involving payments by the company into the employees' gross share, provided that the application of this feature does not cause the total actual labour and material and supply cost for the year in question, including the employees' share, to exceed standard costs of production.

—Grievance and arbitration provisions of the collective bargaining agreement between the company and the union remain in effect; grievances involving interpretation of the plan are referred to the Long-Range Committee, and if necessary, to the public members of this tripartite committee (which has public, union and company members) for final and binding arbitration. Unless changed or modified by the provisions of the plan, all existing agreements between the company and the union remain in effect.

—Annual review and revision of the plan by the company and the union are provided for, and are to be undertaken in the 90-day period prior to each anniversary date. The plan may be terminated by either party upon four months notice to the other party, which must be served within the 12 months following the fourth anniversary date of the plan, and each four years thereafter.

The terms of the plan also state that its provisions shall not be construed as requiring the company to hire new employees, and it reaffirms management's rights and responsibilities with respect to "such matters as sales policies, purchasing policies, research projects, management compensation, expansion of capacity and other similar areas."

Long Range Sharing Plan

The groundwork for the Kaiser-USW Long-Range Sharing Plan was laid on October 26, 1959, when an agreement between the two parties provided for the establishment of a tripartite committee. This committee was to formulate "a long-range plan for equitable sharing in the company's progress." After more than two years of study and discussion, the committee developed a plan, which was accepted by David J. McDonald, President of the United Steelworkers of America, on behalf of the union, and by Edgar F. Kaiser, Chairman of the Board, Kaiser Steel Corporation, on behalf of the company.

Employees' Share of Gains

A basic total of 32½ per cent of the monthly savings resulting from increased productivity or material savings—savings resulting from technological changes, improvements in labour performance, material and supply usage, and related factors—goes to the more than 4,000 employees affected by the plan.

Gains from these improvements are measured from the base point of the company's actual operations in the calendar year 1961, the standards and improvements in manufacturing costs being in terms of appropriately weighted manufacturing cost per finished ton of iron and steel produced.

Detailed rules are set out for the calculation of gains, and the extent to which capital expenditures are taken into account is defined. Capital expenditures for new processes or new equipment to increase capacity do not figure in the adjustment of the total dollar gains. Costs of certain additions and improvements for reducing product cost, however, are used in the adjustment, but such adjustments continue only until an amount equal to the capital expenditure itself has been prorated, and this class of adjustment is made only for the months in which the projected cost reductions are achieved. Maintenance jobs of $300,000 or more are prorated over a 12-month period.

Lump sumps paid out by the company to eliminate incentive plans and out-of-line differentials (see below) are translated monthly into a current labour cost.

The employees' gross share of the gains are regarded as consisting of two parts. The first part consists of 32.5 per cent of the total net dollar gains as calculated under terms described above. Graduated, monthly amounts are subtracted from this share for incorporation into a Wage and Benefit Reserve established as part of the plan. These subtractions started with one fifth of one per cent during the first month. From the Wage and Benefit Reserve there is subtracted each month the total increase in employment costs resulting from wage and benefit increases according to the guarantee provision of the plan (see below). There are certain exceptions to the subtractions from the Reserve.

The progression of the subtractions from the employees' gross share is adjusted in such a way and under specified terms such that, six months after the effective date of any increase in wages or benefits occasioned by industry adjustments, the net balance of the Wage and Benefit Reserve is zero.

The second part of the employees' gross share of gains involves lump sums paid by the company to eliminate incentive plans and out-of-line differentials.

The plan incorporates a detailed schedule for the distribution of gains under the 32.5-per-cent gross share, taking various group classifications into consideration (units electing to remain on incentive are excluded).

Employment Guarantee

The plan incorporates an employment guarantee, which is made effective by setting up of a plant-wide employment reserve. This provision is designed to give protection against unemployment because of technological change and new or improved work methods. It also covers any other operational changes that do not result from a decrease in man-hour requirements because of a drop in finished steel production or a change in product or production requirements.

An employee who would normally be laid off as a result of basic changes as above is accepted into the plant-wide employment reserve. Any necessary layoffs are to be made through the employment reserve, the size of which and other conditions attached to it also being defined. There is an employment reserve for the production and maintenance employees and another for the clerical and technical employees.

Payment of Displacement Differential

An employee whose job classification is affected by a technological change or new or improved work methods, in that he would otherwise be promoted under existing seniority arrangements to a higher job classification, or an employee whose job classification is lowered because of such changes, receives a displacement differential. Such payment is not included in the calculation of incentive earnings.

Payment of the displacement differential to an employee ends after 52 weekly payments, or as follows: on the date when he fills a vacancy for a permanent job of a class equal to or higher than the one for which the differential was paid; and alternatively, on the date when the employee rejects or fails to accept promotion to a permanent job of a higher rating, and which he is able to fill. The maximum duration of any displacement differential is three years from the date the particular change was instituted. Other governing conditions are included.

Short Weeks Provision

Employees who are scheduled for a work week of less than 40 hours and who are available for 40 hours of work in a week receive a "short-week" payment when they are employed for the shorter week as a result of technological changes or new work methods. The payments make up the difference. All such short-week payments are deducted from the total dollar gains as calculated under the sharing plan.

Status of Incentives

Under the plan, all incentive provisions of the collective bargaining agreement between the USW and Kaiser Steel Corporation continue in effect, but the following provisions should be noted:

—No new incentives will be established by the company, nor will incentives be applied to employees not covered by such incentives on the date of the plan's becoming effective.

—Temporary incentives in effect before introduction of the plan are settled as permanent incentives by agreement of the parties or by final and binding arbitration after 60 days from the date of the plan's installation.

—Employees belonging to an incentive unit and who received incentive payments during the 13-week period immediately preceding a company offer made under an applicable clause of the plan can choose from various options, some involving lump-sum payments for elimination of an incentive plan and transfer to the Long-Range Sharing Plan. Employees on incentive may remain on that basis under prescribed conditions, and continuing incentive plans may be adjusted.

The amounts that would have been payable to former employees under elimination of an incentive by a lump-sum pay-

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ment or a related choice, or to employees who came under adjusted incentives, are added to the employees' gross share.

Payments under Minimum Guarantee

A minimum guarantee concerning the employee's share is provided in the plan. It involves payments by the company into the first part of the employees gross share, with the provision that these payments do not cause the total actual labour and material and supply cost for the year in question, including the employee's share, to exceed standard costs of production.

Payments under this provision come into play when the total actual labour cost—including the employee's gross share—is a smaller percentage of total labour and material and supply cost than the percentage that standard labour cost was of the standard total cost.

The minimum guarantee clauses of the plan also continue in effect the provision in the Supplemental Memorandum of Agreement by the two parties, dated March 9, 1961, that states that any wage and benefit adjustments agreed to by the union and the basic steel producers shall be put into effect by the company. The total increase in employment costs resulting from this provision (with the exception of any industry wage or benefit increase effective within six months after the effective date of the plan), is subtracted from the Wage and Benefit Reserve for each month. If the Reserve is insufficient under these conditions, the company makes up the difference.

Termination of Agreement

The plan is subject to review and revision by the parties each year in the 90-day period preceding each anniversary date of the plan. Termination of the plan by either party is provided for, contingent upon four months notice to the other party, the notice to be served within the 12 months following the fourth anniversary date of the plan, and each four years thereafter.

In case notice of termination is given by either party, the plan provides that the parties jointly determine the provisions for the period following the termination, giving consideration to guidelines provided in the plan. Failure of the parties to agree within 60 days calls for referral of the matter to the public members of the Long-range Committee. Following their review of the matter, the public members of the committee are authorized under the plan to take any one of a series of alternative steps, including mediation and recommendations to the parties.

If no subsequent agreement follows termination of the plan, a strike or lockout may be resorted to. And in case of termination, the entire amount in the Wage and Benefit Reserve is to be paid to the employees on the same basis as provided for under the plan.

A new Kaiser Steel-USW pact broadens extended vacation plan coverage to include almost all of the company's hourly work force.

The basic steel contract, signed last year by other major steel producers (L.G., July 1963, p. 549), provides that the senior 50 per cent of hourly work forces receive a 13-week vacation with 13 weeks pay every five years. It also provides additional vacation benefits for all workers, depending on the money available in the vacation fund set up by the contract.

The new Kaiser agreement will give about 75 per cent of the company's hourly work force a 13-week vacation with 14 weeks pay every five years, and most of the remaining hourly employees a 7-week furlough with 8 weeks pay every five years.

The extended vacation plan will not affect Kaiser costs because such benefits are paid out of a fund provided by the Long-Range Sharing Plan that went into effect March 1. Nor will the new vacation plan have any effect on the bonuses paid to workers under the sharing plan, since money for this is already being funded under a schedule of deductions from the gross amount of the employees' share of cost savings. These deductions precede bonus payments.

First Director of U.S. Women's Bureau Dead at 91

Miss Mary Anderson, Director of the Women's Bureau of the United States Department of Labor from its founding in 1920 until her retirement in 1944, died in Washington on January 29 at the age of 91.

Miss Anderson spent 18 years on a stitching machine in a Chicago shoe factory, during which time she became President of Local 94 of the Boot and Shoe Workers Union, and then became an organizer for the National Women's Trade Union League. In World War I, she was called to Washington to work with the Women in Industry Service of the National Defence. When the Service became the Women's Bureau in 1920, she was made its director.

Labour Market Developments in 1963

Business expansion shows no sign of slowing down. Last year, production, employment and incomes rose substantially, prices rose only modestly. Expansion continues to be broadly based

The current business expansion, which started early in 1961, has already lasted longer than most of the postwar periods of expansion. But there is little evidence to indicate any slowdown within the next few months.

In fact, the recovery seems to have picked up some momentum during the latter part of the last year. The major indicators reveal a substantial strengthening during the final months from the brief hesitancy apparent earlier in 1963.

During the past year, the economy showed a strong advance. Production, employment and incomes rose substantially; prices showed a fairly modest increase. The expansion continued to be broadly based, with most industries and most parts of the country sharing in the improvement.

The most significant contribution to the increase in demand came from a sharp expansion in merchandise exports, higher outlays for fixed capital and increased consumer spending.

Merchandise exports in the first half of 1963 were $226 million higher than in the corresponding period of the previous year. This increase, which amounted to better than 7 per cent, resulted in an export surplus of $135 million on merchandise trade, compared with a $52 million deficit during the same period in 1962.

Combined capital outlays on plant and machinery during the first half of 1963 averaged 3.5 per cent higher than in 1962. The increase in expenditures on machinery and equipment brought the annual rate in the second quarter to the highest value since the high investment level of 1957.

The upward trend in labour income seems to have had considerable influence on the buying mood of the average consumer. Retail sales have shown a strong advance. In the third quarter, they were running about 6 per cent ahead of the year before. Government spending on consumer goods and services was moderately higher in 1963 than in 1962. Housebuilding was an additional source of strength: housing starts in 1963 were 16 per cent higher than in 1962.

But there are still a number of problems to be solved. Unemployment is still high, despite the very considerable decrease that occurred during the past year. In addition, soft spots in particular industries and in particular areas require special attention.

In December, employment was 268,000 higher, and unemployment 68,000 lower than a year earlier. In September and October the seasonally adjusted unemployment rate was 5.3 per cent, the lowest since early in 1957.

The sharp fluctuations in seasonal activity continue to be one of the largest single causes of unemployment in Canada. As part of a program aimed at reducing this kind of unemployment, the Government has taken certain measures with respect to particular industries. The construction industry, which accounts for a major part of seasonal unemployment, has been given particular attention.

The Municipal Winter Works Incentive Program has been expanded and changed in several ways. This program has been broadened progressively since it was introduced in the winter of 1958-59, so that winter employment provided through the program has expanded steadily. This year, the ceiling on federal incentives for buildings and municipal renovations was raised from $50 thousand to $100 thousand in order that municipalities could plan the inclusion of larger buildings in their winter work plans.

A new incentive has been added to provide further stimulus to construction in 45 areas of high winter unemployment and 35 areas of heavy long-term unemployment. The federal payments for approved projects in these areas have been raised from 50 to 60 per cent of payroll costs.

To promote a higher level of residential construction, a new incentive has been tried this year: a direct payment of $500 to the first purchaser or owner of a house which is substantially built during the months December to March. This incentive has had a substantial impact on housebuilding employment this winter: housing starts in December in urban centres of 5,000 population and over were 109.9 per cent more than starts in December 1962.

In addition to action to reduce unemployment during the winter months, a program has been established to attract new industrial facilities to areas of slow growth and chronic unemployment. Under this program, firms establishing new enterprises in 35 designated areas will be allowed a "tax holiday" for three years, and may thereafter claim accelerated depreciation for income tax purposes.

In many parts of eastern Canada, unemployment has been a more persistent and more serious problem than in other parts of the country. The Atlantic Provinces Development Board has been established to strengthen these provinces and a fund has been provided to promote capital investment.

The Government intends to increase its support to the training of unemployed workers. In order to provide further encouragement to the training of unemployed workers, the Government proposes to increase its contribution to the provinces from 70 to 90 per cent of the provincial training allowance. This additional contribution will allow the provinces to release more funds for additional programs.

Action has also been taken to reduce unemployment among older workers. The Older Workers Incentive Program is an experiment to see whether the payment of part of wages will encourage employers to hire and train workers over 45 years of age who have been unemployed for six months or more.

Wages and Working Conditions

In August 1963, average weekly wages and salaries of non-farm workers in Canada was $83.28, an increase of $2.48, or 3.0 per cent, over August 1962. This increase represented a rise in real wages and salaries of more than 1 per cent over the twelve-month period.

All major industrial groups in the economy shared in the increase of weekly wages and salaries achieved between August 1962 and August 1963. Earnings in manufacturing, construction, public utilities, mining, forestry, and transportation, storage and communication showed a greater rate of increase than the over-all industrial averages. The ranking of industries by average weekly wages and salaries was unchanged from 1962. As in the previous year, the largest relative increase in weekly income was in the Atlantic region. British Columbia continued to enjoy the highest average income.

Over the past decade or so, Canadian industry has reduced the work-year by reducing the standard work week and by extending annual paid statutory holidays and vacations. A survey of working conditions in Canadian manufacturing industries shows that last year, 75 per cent of plant workers were employed in establishments with a standard work week of 40 hours or less, compared with 25 per cent in 1949.

Over the same period, at least two weeks of vacation has become practically universal. In addition, the proportion of plant workers granted three weeks annual paid vacation after varying years of service increased to seven out of ten plant workers from the 1949 level of three out of ten. A further change in the pattern of paid vacations has been the steady increase in the number of long-service employees entitled to a fourth week—40 per cent in 1963 contrasted with only 4 per cent a decade ago.

In the past ten years, the proportion of plant workers entitled to eight or more statutory holidays annually has increased from 50 per cent to nearly 75 per cent.

Industrial Relations

Collective agreements covering hundreds of thousands of workers were concluded without work stoppage during 1963. In the first nine months of the year, the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent.

The most extensive strikes were in the construction industry in Ontario, manufacturing in Quebec and in the fishing industry in British Columbia. A strike involving construction workers in the Toronto area resulted in an employment loss of 63,000 man days.

One of the more discouraging situations that had to be faced during the year concerned the actions of the Seafarers' International Union. In order to put an end to the harassment to maritime shipping, the Government accepted the recommendations of the Norris Industrial Inquiry Commission and, after approval by Parliament of the necessary legislation, imposed a temporary Government trusteeship over maritime transportation unions.

During the first half of 1963, nearly 150,000 workers across Canada were affected by 116 major collective agreements negotiated in all industrial sectors except construction. A major collective agreement is one that covers 500 or more employees.

The duration of these major agreements ranged from one to three years; 27 were effective for a one-year term, 69 for two years, 16 for three years, and the rest for various other periods within the range.

More than half of the one-year contracts provide wage increases of 3 to 6 cents an hour on labour rates. Nearly half of the two-year contracts gave increases of 7 to 13 cents a year. Eight of the three-year agreements granted wage increases totalling 10 to 13 cents an hour over the life of the agreement.

—Employment and Labour Market Division, Economics and Research Branch.

ILO Reports on World Labour Situation in 1963

The world labour situation in 1963 followed the pattern of previous years: continued improvement in industrialized countries, a generally stagnant situation in the developing countries. Such is the picture that emerges from the statistical data gathered by the International Labour Office and released last month.

In the industrialized countries, employment is rising and unemployment (except in a few cases) is diminishing, weekly hours of work are going down, and money wage increases generally exceed rises in consumer prices, despite the fact that prices have been increasing, in most cases at an accelerating rate.

Figures relating to the developing countries are spotty. Nevertheless, the available data show that the workers in these countries continue to suffer from widespread unemployment and underemployment, often accompanied by price increases reaching as high as 40, 80 or even over 100 per cent. The gap between the situation of workers in industrialized and developing countries is thus widening.

The total number of employed persons reached new record levels in 1963 in almost all of the industrialized countries. In several countries, however, the rate of increase was somewhat slower than in 1962. In the industrialized countries, workers in agriculture and in mining continued to move into other industries.

Unemployment, as in previous years, was unevenly spread in the world. As a result of favourable conditions, it has fallen in a number of countries (most of the industrialized countries of Europe and Japan) virtually to a rock-bottom level. In fact, many European countries have had a shortage of manpower. Scattered and incomplete data from the developing countries indicate that unemployment and especially underemployment remained very high, largely as a result of the increasing population.

The rise in consumer prices was slightly more rapid in 1963 than in the previous year in most of the countries surveyed; but in one country out of five the rise slackened.

Money wages increased in virtually all the countries for which data were available.

Employment and Unemployment, January

An estimated 6,231,000 persons were employed in January. The decrease of 197,000 during the month was about in line with seasonal expectations.

Unemployment increased seasonally by 120,000 between December and January, to 466,000. The labour force declined by 77,000 to 6,697,000, mainly as the result of withdrawal of seasonal workers.

Unemployment in January represented 7.0 per cent of the labour force, compared with 8.3 per cent in January 1963 and 8.5 per cent in January 1962. In December the unemployment rate was 5.1 per cent.

Seasonally adjusted, the January unemployment rate was 4.9 per cent, unchanged from December.

Employment in January was up by 275,000, or 4.6 per cent, from a year earlier, and unemployment was down 75,000. The labour force was 200,000 higher than in January 1963.

Employment—The employment decline between December and January stemmed mainly from seasonal reductions in outdoor activities and the release of temporary help hired for the Christmas season. In non-farm industries, employment showed a net decrease of 189,000, which was about average for the period. The decline in farm employment was the smallest in several years.

Compared with a year earlier, non-farm employment was up 240,000. The largest increases occurred in service, manufacturing and trade. Agricultural employment was 35,000 higher than in January 1963.

During the fall and early winter months, the number of employed men decreased less than usual, reflecting the strength of the goods-producing industries, particularly manufacturing, forestry and residential construction. In January 1964, an estimated 4,416,000 men were employed, some 143,000, or 3.3 per cent, more than a year earlier. This compared with an average annual rate of increase of 1.4 per cent during the past five years. Employment of women continued at a high level.

Employment was up considerably from the previous year in all regions except the Atlantic, where it was virtually unchanged. The increases ranged from 4.4 per cent in Ontario to 6.7 per cent in British Columbia.

Manpower Situation, Fourth Quarter, 1963

The last half of 1963 was a period of continuing economic expansion in Canada, during which industrial output, employment and incomes advanced to record levels. The improvement surpassed earlier expectations.

For a brief period early in the summer, the pace of business activity showed signs of slowing down: many key sectors of the economy experienced little or no advance for several months. In the last half of the year, however, the expansion became more broadly based. As a result, the momentum picked up considerably, especially in the final quarter of 1963. Moreover, most of the key business sectors which tend to foreshadow coming events showed a concerted rise. Thus, at the start of the new year, prospects for the months ahead were generally bright.

Productive activity has been rising steadily during recent months. Between August and October, the seasonally adjusted index of industrial production increased by 2.5 per cent. Production increases were recorded in almost all parts of manufacturing; especially large gains took place in some of the durable goods industries.

Data on new orders and unfilled orders indicate that the high level of activity in manufacturing will be sustained. Unfilled orders have risen steadily since August (discounting seasonal factors), climbing to $2.4 billion in October. The October total of unfilled orders—up 9 per cent from January 1963—was the highest in almost six years.

Increased consumer expenditures on goods and services provided a strong expansionary influence during 1963. Supported by a strong demand for automobiles and other durables, retail sales in the first 11 months of the year were 4.9 per cent higher than in the corresponding period in 1963; in the July-November period, the increase over the year was 6.1 per cent.

Although quantitatively less important than consumer expenditures, exports, government spending, and investment on machinery and equipment increased substantially over the year. Merchandise exports in the first 11 months of 1963 were 8.4 per cent higher than in the corresponding period in 1962.

The upward trend in consumer spending has been reinforced by rising incomes. Between January and October, labour income increased by 4.6 per cent, after seasonal adjustment. All provinces and all major industries shared in the increase in labour income.

Employment declined less than seasonally during the last quarter of 1963. This was the second consecutive quarter in which there was a noticeable improvement, the combined increase for the two quarters being 3.0 per cent, after seasonal adjustment.

The average length of the work week in manufacturing was 40.9 hours in October compared with 40.5 hours in July, which was the low point for the year. Average weekly hours declined steadily between April and July, after which they began to increase again. Average hourly earnings, at $1.97 in October, were at an all-time high. The increase since the beginning of 1963 was 6 cents an hour.

Unemployment increased less than seasonally between the third and fourth quarters of 1962. Rising by 34,000, the increase was only about half the average for the period during the past five years. The seasonally adjusted unemployment rate declined steadily during the last half of the year, from 6.0 per cent in July to 4.9 per cent in December. At year-end, the unemployment rate was at its lowest since the summer of 1957.

Employment

Employment in the fourth quarter of 1963 averaged higher by 248,000, or 4.0 per cent, than in the corresponding period in 1962. Almost all of the increase was in non-farm industries. The largest gains occurred in service and manufacturing, which together accounted for about three-quarters of the total advance. Smaller gains took place in trade, forestry and construction. In the remaining industries, employment levels were much the same as the year before.

During the second half of 1963, total employment, seasonally adjusted, increased by 3.0 per cent, which represents some 189,000 new jobs. This was a substantially higher rate of advance than in the first six months. The improvement was widespread; most of the major industrial divisions outside of agriculture showed gains. By contrast, in the earlier part of the year, the employment expansion was largely confined to the service industry.

The remarkably strong performance of the economy during the second half of

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

1963 can be attributed, in large part, to the resurgence of activity in manufacturing. Employment gains in manufacturing were generally larger and more widespread than in any similar period of the current business upturn. Between June and November, total manufacturing employment increased by 2.0 per cent. The seasonally adjusted employment index in November climbed to 118.0. This was 10.1 per cent above the trough of the last business cycle and established a new peak, breaking the previous record established in 1956.

The durable goods sector of manufacturing has been a major expansionary force during recent months. Between June and November, employment in this component increased by 3.3 per cent, after allowing for seasonal factors. The automotive industry continued to be the pace-setter. At the end of November, motor vehicle employment was 16.4 per cent higher than the year before and 26.0 per cent higher than two years ago. Motor vehicle parts and accessories registered a similarly large advance. During the latter part of the year, activity in this industry was at an all-time high.

Other durable goods industries that figured prominently in the business upturn during the past year were iron and steel, aircraft and parts and wood products. Activity in the electrical apparatus and supplies industries remained fairly stable during the first half of 1963, after expanding at an unusually rapid pace during 1961 and 1962. More recently, this industry has resumed an upward trend, and recorded an employment gain of 1.3 per cent between July and November. Except for shipbuilding, which registered a slight decrease, employment levels increased over the year in all of the durable goods industries.

Responding to the upward trend in orders from such important steel consuming industries as building construction and the automotive industry, output and employment expanded noticeably in almost all branches of iron and steel products. Canadian mills turned out 8 million tons of steel ingots in 1963, an increase of 14.2 per cent from the previous year.

To an increasing extent, Canadian producers were supplying the domestic market. At the same time, there has been a strong advance in exports. In the first eleven months of 1963, exports of iron and steel products were more than one-fifth higher, in value, than in the corresponding period in 1962. The largest employment advance during the year was in primary iron and steel; in November, the employment index was 6.1 per cent higher than a year earlier and 19.5 per cent above the cyclical low point, which was reached at the beginning of 1961.

In the non-durable goods sector, employment expanded during the second half of 1963 in the clothing and textile industries. Each of these registered a year-to-year employment advance of 5.0 per cent at the end of November. Elsewhere in this sector of manufacturing, employment levels showed little year-to-year change.

The service industry experienced a relatively slow rate of employment growth during the first half of 1963 but it has been a major expansionary force since then. In the final quarter of 1963, employment in the service industry averaged 108,000 higher than in the corresponding quarter of 1962. The largest gains were in community, and personal service.

Unemployment

Unemployment declined noticeably during 1963, particularly during the last half of the year. The unemployment rate averaged 4.5 per cent in the fourth quarter of 1963, the lowest of any fourth quarter since 1956.

Between the fourth quarter of 1962 and the fourth quarter of 1963, the unemployment rate dropped from 6.0 per cent to 5.1 per cent for men and from 3.2 per cent to 2.9 per cent for women.

In December 1963, unemployment was estimated at 346,000, down 68,000 from the year before. Virtually all of the drop was among persons unemployed for more than one month, and more than four fifths of the decrease was among persons 25 to 64 years of age.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	January 1964	January 1963	January 1964	January 1963	January 1964	January 1963	January 1964	January 1963
Metropolitan	6	8	6	4	.....	.....	.....	.....
Major Industrial	13	16	11	10	2	.....	.....	.....
Major agricultural	5	6	9	8	.....	.....	.....	.....
Minor	27	39	26	18	4	.....	.....	.....
Total	51	69	52	40	6	.....	.....	.....

Regional Manpower Situation

ATLANTIC

In the Atlantic region, employment showed an above-average decrease during the latter part of 1963. Between the third and fourth quarters, total employment fell by an estimated 36,000, which compares with an average decline of 24,000 during this period in the previous five years. By contrast, each of the nation's other four regions registered better-than-seasonal gains during this period.

The slowing-down that became apparent in the October-December period followed a fairly strong third quarter. Between the second and third quarters of 1963, total employment in the region, allowing for seasonal factors, increased by 1.7 per cent, the same rate of advance as for the country as a whole. The first half of 1963 was a period of relatively slow growth, so that the net advance for the full year was fairly small.

The lack of over-all employment growth during the fourth quarter of 1963 is somewhat surprising, considering the improvements in certain key industries. Manufacturing, for example, has shown further strengthening, with virtually all major sectors of the industry sharing in the improvement.

Mining employment edged down during the last half of the year but it continued substantially above year-earlier levels. The construction industry was a constant source of weakness throughout 1963. In the service-producing industries, employment changes during the final quarter of 1963 were about in line with seasonal patterns.

In the fourth quarter of 1963, employment averaged 555,000, about the same as the year before. The year-to-year comparison shows a mixture of gains and losses among individual industries and areas. Employment was higher than the year before in manufacturing, mining and forestry, and lower in transportation and construction. There was little change over the year in the number of employed persons in the service industries.

Employment in manufacturing increased considerably during the past year. At the end of October, the index (1949=100) was 120.1, up from 115.0 a year earlier and up from 110.0 two years before. The improvement in this industry was remarkably widespread. Except for railway rolling stock, which showed little or no change, all parts of manufacturing shared in the increase. Year-to-year gains ranged from 2.8 per cent in paper products to 11.0 per cent in shipbuilding.

Activity in metal mining showed an irregular decline during the last half of 1963. Nevertheless, total mining employment remained appreciably higher than a year earlier. At Bell Island, Nfld., operations were resumed in September, after a two-month shutdown, although small reductions in the work force took place again during the final quarter of 1963. In the fourth quarter, employment was higher than the year before in both metal mining and non-metal mining. Activity in fuels showed little change over the year.

Forestry employment increased more than seasonally during the latter part of 1963, after being at an unusually low level for more than a year. The construction industry, which has been a continuing source of weakness throughout the current business upswing, failed to improve during the last half of the year. Prospects were a little brighter, however, as a result of an upward trend in contracts awarded. In the July-October period, the value of construction contracts awarded was 11 per cent higher than in the summer months in 1962.

Unemployment in the Atlantic region during the fourth quarter of 1963 averaged 45,000, or 7.6 per cent of the labour force. In the fourth quarter of 1962, the average unemployment rate was 9.1 per cent and in 1961, it was 8.8 per cent.

In December, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 17 (18); in moderate surplus, 4(3).

QUEBEC

The last half of 1963 featured a strong employment advance in the Quebec region. Increasing by 2.3 per cent in the third quarter and 1.5 per cent in the fourth quarter (allowing for seasonal factors), the expansion represents a net gain of about 65,000 new jobs since April-June. This was a substantially faster pace of advance that in any previous six-month period of the current business upswing. This rise in employment was accompanied by a strengthening in labour force growth.

The number of unemployed, adjusted for seasonal variations, remained relatively high during the summer months but

registered a decline during the last half of 1963.

Consumer expenditures on goods and services have provided an important stimulus to the employment expansion. In October and November, retail sales in Quebec were about 6 per cent higher than in the summer months in 1962. Providing additional support was the rising trend in exports, increases being recorded in a fairly wide range of products.

Estimated employment in the fourth quarter of 1963 averaged 1,803,000, which represents a net gain of 93,000, or 5.2 per cent, over the fourth quarter of 1962. All of the advance was in non-farm industries. Farm employment was slightly lower than a year earlier.

One of the more notable developments in the Quebec labour market during the second half of 1963 was the unusually strong advance in service employment. The improvement appears to have been mainly in business, community and personal service. Other industries, which recorded noticeable employment gains since the middle of the year, discounting seasonal influences, were trade, finance, insurance and real estate.

Increasing job opportunities in the service-producing industries attracted a large number of women into the labour market, and an equally large number found jobs. In December, the number of women in the labour force of the Quebec region was estimated to be 48,000 higher than a year earlier. Between 1960 and 1961, and 1961 and 1962, (December figures), the number of women in the labour force showed very little change.

Employment levels in manufacturing have been generally well maintained. Industries that showed further signs of strengthening were clothing, textiles and wood products. Activity in shipbuilding and electrical apparatus declined during this period.

Construction and mining employment declined seasonally during the fourth quarter. Residential construction was reported to have held up better than usual, but decreases in other sectors of construction appear to have been about in line with seasonal patterns. Housing starts in November were 12 per cent higher than a year earlier.

The largest year-to-year employment gains took place in the service-producing industries. Manufacturing registered a net gain of about 1 per cent with gains in food, textiles, clothing, wood products and non-ferrous metals. The employment advances in these industries more than made up for the losses in shipbuilding and electrical apparatus. At the end of October, the employment index in construction was 148.8, up from 146.8 a year earlier. Mining and forestry registered small year-to-year declines.

Unemployment in the fourth quarter of 1963 averaged 114,000, or 5.9 per cent of the labour force. In the last quarter of 1962, the unemployment rate was 7.0 per cent; in 1961, it was 6.5 per cent.

In December, the classification of the 24 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 6(7); in substantial surplus, 18(17).

ONTARIO

The pace of business quickened in Ontario during the last half of 1963. The improvement was reflected in increased employment and income and a substantial decrease in the number of unemployed. By the end of the year, production levels continued to be well maintained in most industrial centres. Much of the support has come from heavy expenditures on consumer goods. Other important contributing factors stemmed from an upward trend in exports and a renewed expansion of expenditures on capital goods.

Total employment, seasonally adjusted, increased by an estimated 23,000, or 1 per cent, between the third and fourth quarter of 1963. The main supporting strength can be traced to manufacturing and the service-producing industries. Service employment, which expanded relatively slowly during 1962 and the first half of 1963, has shown a strong advance during the past three months. A similar trend has been apparent in trade, the most marked improvement being in retail trade.

The upward trend in manufacturing employment that began in the second quarter of 1962 continued unabated during recent months. Showing the strongest year-to-year advances were the automotive and automotive parts industries, steel, lumber and textiles. Production of passenger cars in the last five months of 1963 was one-fifth higher than in the corresponding period of the previous year. For the calendar year, output of motor vehicles (passenger cars and trucks) totalled 630,550, establishing a new record. At year-end, employment in the automotive industry was 15 per cent higher than the year before.

Steel plants operated at close to rated capacity during the fourth quarter, with

ingot production showing a substantial increase over the year. As a result of expanding rolling-mill facilities, which have made it possible to produce an increasing variety of extra-wide plates and sheets, there has been a substatnial reduction in imports. About 90 per cent of Canadian requirements are now being met by domestic producers. Over the year, employment in primary iron and steel, and steel products other than transportation equipment, rose by approximately 5 per cent.

Among the metal-using industries that showed sizeable gains during the last half of 1963 were agricultural implements—benefitting from increased domestic and export sales—machinery—where bookings were still increasing—and makers of iron castings. There was some improvement, too, in the aircraft industry. Activity in the electrical-goods industry has levelled off at the high plateau that was reached in the early part of the year.

Except for certain parts of non-ferrous metals, which experienced cutbacks in production and employment during the latter part of the year, employment levels were well maintained in all parts of the durable-goods industries. In the soft-goods sector, there was evidence of further strengthening. There were moderate gains in textiles and clothing, both of which showed an improvement over the year. In other non-durable goods industries, employment levels have shown little change since the middle of the year, apart from seasonal fluctuations.

The construction industry showed some improvement in the final quarter of 1963, after contributing little to the expansion of the economy during the spring and summer months. Housing starts increased sharply during the latter part of the year. Suppliers of building materials were reported to be very busy, reflecting the pick-up in residential construction.

In farming and forestry employment, changes between the third and fourth quarter followed seasonal patterns. Employment in metal mining showed a somewhat larger than seasonal decrease.

Unemployment in Ontario increased seasonally between the third and fourth quarter of 1963. Averaging 77,000, or 3.1 per cent of the labour force, it was slightly lower than a year earlier.

In December, the classification of the 34 Labour market areas in the region (last year's figures in brackets) was as follows: in balance, 5(4); in moderate surplus, 27 (25); in substantial surplus, 2(5).

PRAIRIE

A record wheat crop, estimated at 703 million bushels, gave the Prairie economy a considerable boost during the last half of 1963. The bumper crop found a ready market in Russia, China and other Communist countries. The resulting increase in farm cash income provided a strong stimulus for expansion of consumer goods and services which, in turn, gave rise to a pick-up in employment throughout the region. Reflecting the increase in farm cash income, purchases of farm implements during the latter part of 1963 were running 15 per cent ahead of a year earlier.

In the fourth quarter of 1963, employment was estimated to average 1,136,000, an increase of 36,000, or 3.3 per cent, over the fourth quarter of 1962. Most of the improvement took place in the last half of the year. The largest gains over the year were in non-farm industries—mainly in trade, finance and services. Farm employment, however, increased by an estimated 18,000, against the secular trend.

During the seasonal peak in farm activities last summer, employment in agriculture was estimated to be 346,000, which was some 9,000 higher than the year before. However, even with a larger farm work force, farm help was reported to have been in short supply in most areas during the harvesting season. With the completion of grain harvesting, the demand for farm workers eased noticeably. During November and December, cattle feeders and general farm workers were in demand in a number of areas.

The construction industry experienced a relatively slow third quarter but showed some improvement in the final quarter of the year. Housing was a little stronger at year-end, although it still lacked much of the vigour which was in evidence a year earlier. Activity in non-residential construction continued at about the same level as the year before, a decline in institutional building being offset by gains in other sectors, notably in pipeline construction.

Manufacturing employment continued to expand. In the fourth quarter, year-to-year gains were apparent in clothing, wood products, iron and steel and transportation equipment. The aircraft and parts industry showed a particularly strong advance. Railroad and railway rolling stock equipment showed a more modest improvement.

Employment was lower than a year earlier in non-metallic minerals and petroleum and coal products. Mining employment rose during the last half of 1963, mainly as a result of increased output of non-ferrous metals and potash. Some improvement

occurred also in coal mining and oil drilling. During the last half of 1962 and the first half of 1963, mining employment had been following a downward course.

The general prosperity of the region brought about a decided increase in activity in trade, finance and services during both the third and fourth quarters. In transportation and public utilities, employment was remarkably stable during the period under review, aside from seasonal variations.

Unemployment in the region dropped seasonally in the third quarter of 1963 and increased less than seasonally in the final quarter, when it averaged 33,000, or 2.8 per cent of the labour force, compared with 41,000, or 3.6 per cent of the labour force, a year earlier.

In December, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 1 (0); in moderate surplus, 17 (14); in substantial surplus, 1 (5).

PACIFIC

The brisk upward trend that was characteristic of employment in the Pacific region during the early part of 1963 gained momentum as the year progressed. Over the year, total employment in the region rose by an estimated 27,000, a gain of about 5 per cent. Except for a temporary pause during the second half of 1962, the region has experienced an uninterrupted expansion during the past three years. The largest gains in the latter half of 1963 took place in forestry, manufacturing, construction, trade and finance.

Construction employment has shown a strong advance since mid-summer, resulting in the busiest fourth quarter since 1959. The most marked improvement was in residential construction. Housing starts in October-November were 35 per cent higher than in the corresponding months of 1962. Activity in the non-residential sector also increased, as work advanced on several large business and engineering projects. The $73.5 million Portage Mountain hydro dam on the Peace River is one of the larger engineering projects presently under construction.

Employment in all major sectors of the forestry industry showed increases during 1963, the total gain being approximately 5 per cent. The logging, lumber and plywood industries experienced substantial advances in production and sales, and benefited from improved prices. Increased lumber shipments to the United States helped to bolster activity in this industry. The two-month strike of the United States west-coast lumber industry provided a temporary stimulus to output and employment in Canadian mills.

Mining employment remained fairly stable during the second half of 1963, after registering an advance during the early part of the year. New markets were secured with Japan for coal, copper and iron ore. Another development that had an impact on the mining industry during the year was the completion of the oil pipeline linking the Peace River district and the coast, thereby allowing shipments to the United States.

Manufacturing employment rose by about 2 per cent over the year, most of the gain occurring in the last half of 1963. Advances were recorded during the third and fourth quarters in wood and paper products. Printing shops and chemical plants also contributed to the employment rise. The iron and steel industry continued to operate at a high level, turning out structural and reinforcing steel, conveying equipment, and various machinery items.

In the shipbuilding and food industries, employment levels were moderately lower than the year before. Layoffs were reported to have taken place in a number of meat processing plants during the past year as a result of automatic equipment being installed.

All parts of the transportation industry experienced a busy fourth quarter; employment was slightly higher than a year earlier. In trade, finance and service establishments, employment rose by about 5 per cent over the year. About half of this was in the final two quarters.

During the fourth quarter of 1963, unemployment in the Pacific region averaged 38,000, or 5.8 per cent of the labour force. In the fourth quarter of 1962, it averaged 42,000, or 6.7 per cent of the labour force.

In December, the 11 labour market areas in the region (last year's figures in brackets) were classified as follows: in moderate surplus, 7 (6); in substantial surplus, 4 (5).

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← EDMONTON ← Quebec-Levis St. John's Vancouver-New Westminster-Mission City WINNIPEG ←	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL ← Farnham-Granby FT. WILLIAM-PT. ARTHUR ← Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Kitchener London Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	→GUELPH →KITCHENER	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown PRINCE ALBERT ← Riviere du Loup Thetford-Lac Megantic-Ville St. Georges YORKTON ←	Barrie Brandon Chatham Lethbridge MOOSE JAW ← North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BEAUHARNOIS ← Bracebridge Bridgewater Campbellton Chilliwack Dauphin Drummondville Edmundston Gaspe Grand Falls KENTVILLE ← Montmagny Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Cranbrook Dawson Creek Drumheller Fredericton Goderich Kamloops Lachute-Ste. Therese Lindsay LISTOWEL ← Medicine Hat North Bay Owen Sound Portage la Prairie Pembroke →PRINCE RUPERT Sault Ste. Marie Simcoe Swift Current Trail-Nelson St. Hyacinthe St. Jean Weyburn Walkerton	Galt St. Thomas Stratford Woodstock-Tillsonburg	

NOTE: Kitimat—Labour Market Area is no longer included in this listing.

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	January	6,697	− 1.1	+ 3.1
Employed (000)	January	6,231	− 3.1	+ 4.6
Agriculture (000)	January	573	− 1.4	+ 6.5
Non-agriculture (000)	January	5,658	− 3.2	+ 4.4
Paid workers (000)	January	5,141	− 3.5	+ 4.0
At work 35 hours or more (000)	January	5,274	− 3.5	+ 3.1
At work less than 35 hours (000)	January	789	− 2.2	+18.1
Employed but not at work (000)	January	168	+ 9.1	− 1.8
Unemployed (000)	January	466	+34.7	−13.9
Atlantic (000)	January	72	+44.0	−18.2
Quebec (000)	January	173	+33.1	− 9.9
Ontario (000)	January	120	+34.8	− 7.7
Prairie (000)	January	54	+45.9	−26.0
Pacific (000)	January	47	+17.5	−19.0
Without work and seeking work (000)	January	428	+31.3	−14.9
On temporary layoff up to 30 days (000)	January	38	+90.0	0.0
Industrial employment (1949=100)	November	128.7	− 0.5	+ 3.5
Manufacturing employment (1949=100)	November	118.5	− 0.7	+ 3.3
Immigration	Yr 1963	93,151	—	+24.9
Destined to the labour force	Yr 1963	45,866	—	+24.8
Strikes and Lockouts				
Strikes and lockouts	January	13	−59.4	−45.8
No. of workers involved	January	1,756	−59.6	−61.5
Duration in man days	January	21,730	−43.3	−72.8
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	November	$84.63	0.0	+ 3.8
Average hourly earnings (mfg.)	November	$ 1.97	+ 0.5	+ 3.7
Average hours worked per week (mfg.)	November	41.5	+ 0.2	+ 0.7
Average weekly wages (mfg.)	November	$81.95	+ 1.3	+ 4.9
Consumer price index (1949=100)	January	134.2	0.0	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100)	November	146.3	+ 1.1	+ 3.2
Total labour income $000,000	November	1,884	− 0.8	+ 8.1
Industrial Production				
Total (average 1949=100)	December	199.7	− 5.4	+ 9.6
Manufacturing	December	174.2	− 7.1	+ 8.7
Durables	December	178.3	− 6.9	+ 9.8
Non-durables	December	170.7	− 7.3	+ 7.7
New Residential Construction (b)				
Starts	January	8,313	−40.7	+87.1
Completions	January	6,238	−30.1	− 3.5
Under Construction	January	81,125	+ 2.4	+38.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Vocational Rehabilitation of Older Disabled Persons

Little-known feature of Canada's federal-provincial program of vocational rehabilitation services for disabled persons is that it has no upper age limit. Of 1,814 cases of successful rehabilitation in 1962-63, more than 400 were aged 45 or more

Canada's federal-provincial program of vocational rehabilitation services for disabled persons is fairly well-known. What is not so well-known is that the program has no upper age limits. Many persons of advanced age have been and are being successfully rehabilitated, many to suitable employment.

It is widely accepted that age in itself can be a significant social handicap to obtaining or returning to gainful employment. When this handicap is coupled with a physical disability the odds against a return to self-sustaining status are multiplied.

In view of those difficulties, success in even a relatively small number of cases is significant and offers ample evidence that older, and sometimes quite elderly disabled persons can become self-sustaining. If it can be done for those with disabilities what might be accomplished for those who are able-bodied and in good health?

Of 1,814 cases of successful rehabilitation reported in 1962-63, 407 or 22.7 per cent were aged 45 or over. Of this number, 267 were men and 140 were women. Eighty-four of these older people, 46 men and 38 women, were in the age group 66 and over; 121, of whom 82 were men and 39 women, were in the 56-65 age group; the remaining 202—139 men and 63 women—were aged from 45 to 55 (see table, Part A).

These older people suffered from various types of disabilities in the following classifications: amputations, neuro-muscular-skeletal, hearing, seeing, neurological, respiratory, cardio-vascular and neuro-psychiatric problems (see table).

Despite these disabilities and their advanced ages, 227 of them—184 men and 43 women—were rehabilitated into gainful employment and the remainder were enabled to look after their own needs or to assume their normal roles as housewives (see table, Part B).

The types of occupations entered by these 227 disabled older people is significant also. Nine men and two women entered the professional and managerial field; 40 men and 11 women became sales persons or clerical personnel; 37 men and 26 women were placed in service occupations; 22 men went into agriculture, fishery or forestry occupations; 30 men and 1 woman became skilled workers; 12 men and 1 woman became semi-skilled workers; and 34 men and 2 women were placed in unskilled occupations.

Part 3 of the table indicates that rehabilitation services take time. For 71 of these older disabled persons more than 24 months were required; but for 143 less than six months were needed.

The numbers involved were relatively few but still represented a significant proportion (22.7%) of all cases reported to Civilian Rehabilitation, Department of Labour, in 1962-63.

The following case histories are typical.

Case 1—Mr. X, aged 63, with a Grade 9 to 10 education, had had arteriosclerotic gangrene necessitating above-knee amputation of the right leg. His previous occupation had been toolmaker. His rehabilitation services, which lasted nine months, included surgery, physiotherapy, occupational therapy and an artificial limb. He was enabled to return to tool and die making, earning $347 monthly.

Case 2—Mr. Y, aged 65, had educational qualifications ranging from the equivalent of Grades 5 to 8. His disability was intervertebral disc deterioration in the lumbar region. He suffered back pains and had difficulty in walking. The disability began in 1958. He had been a labourer, but was on public assistance at acceptance for rehabilitation services. After eight months of medical treatment and physiotherapy he was placed in unskilled labour at $300 a month.

Case 3—Mr. A, aged 71, has educational equivalents Grades 5 to 8. His disability was vascular deficiency, necessitating amputation of the left leg below the knee. On Old Age Security, he was formerly a labourer. Rehabilitation services took eight months and included surgery, provision of an artificial limb and counselling, after which he became self-employed at odd jobs, supplementing his old age pension by about $25 monthly.

(*Continued on page 161*)

DISABLED PERSONS 45 YEARS AND OVER, 1962-63

A—Disabilities

Age Groups	Amputations		Neuro-Muscular Skeletal		Hearing		Seeing		Neurological		Respiratory		Cardio-Vascular		Neuro Psychiatric		Misc		Total		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
45–55	15	4	40	21	15	9	15	2	9	10	19	5	11	4	8	8	7	.....	139	63	202
56–65	12	2	25	15	10	5	9	4	15	9	7	1	3	1	1	1	.....	1	82	39	121
66 and over	22	7	10	14	1	3	8	7	5	6	.....	.....	.....	.....	.....	.....	.....	1	46	38	84
Total	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

B—Occupations after Rehabilitation

Professional and Managerial	1	.....	2	1	2	.....	.....	.....	1	.....	1	1	.....	.....	1	.....	1	.....	9	2	11
Sales and Clerical	6	.....	11	2	1	2	9	.....	2	1	6	1	3	1	2	4	.....	.....	40	11	51
Service Occupations	5	.....	8	6	11	8	2	3	1	1	5	3	2	1	3	3	.....	1	37	26	63
Agriculture, Fishery, Forestry, etc.	3	.....	11	.....	1	.....	2	.....	.....	.....	2	.....	.....	.....	1	.....	2	.....	22	.....	22
Skilled Occupations	5	.....	10	.....	2	.....	3	.....	1	.....	3	.....	4	.....	.....	1	2	.....	30	1	31
Semi-Skilled Occupations	2	.....	2	.....	1	1	.....	.....	2	.....	3	.....	2	.....	.....	.....	.....	.....	12	1	13
Unskilled Occupations	5	.....	15	.....	7	2	3	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	34	2	36
Housewife or Homemaker	.....	6	.....	23	.....	3	1	7	.....	10	.....	1	.....	2	.....	.....	.....	1	1	53	54
Self Care	21	7	14	17	1	1	4	1	22	13	2	.....	1	1	1	1	2	.....	68	41	109
Part-time Employment	1	.....	2	1	.....	.....	8	2	.....	.....	.....	.....	2	.....	1	.....	.....	.....	14	3	17
Total	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

C—Duration of Services

Under 6 months	14	3	19	19	14	12	10	6	11	8	7	3	4	3	3	2	3	2	85	58	143
6 to 12 months	15	5	22	16	10	5	11	2	4	7	5	.....	2	.....	3	2	1	.....	73	37	110
12 to 24 months	10	3	10	10	1	.....	6	1	13	7	5	3	4	2	2	4	2	.....	53	30	83
Over 24 months	10	2	24	5	1	.....	5	4	1	3	9	.....	4	.....	1	1	1	.....	56	15	71
Total	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

Collective Bargaining, Fourth Quarter, 1963

During the fourth quarter of 1963, collective bargaining in Canada led to nearly 40 major settlements covering approximately 80,000 workers in a wide range of industries.

Three of these settlements brought an end to strikes of longshoremen at St. Lawrence River ports, and at two manufacturing plants in St. Jerome, Que. Other major agreements signed during the period included contracts covering employees in air transportation, telephone communications and uranium mining.

Contract negotiations affecting more than 120,000 workers in the railway industry were opened during the quarter with 16 unions presenting their proposals to the major companies.

In the longshoring industry, approximately 3,800 port workers at Montreal, Quebec and Three Rivers returned to work October 14 after a ten-day strike against member companies of the **Shipping Federation of Canada.** The strike came to an end when members of the **International Longshoremen's Association,** which had been negotiating with the Shipping Federation for nearly a year for the renewal of contracts that had expired on December 31, 1962, voted to accept settlement terms recommended by Judge René Lippé, federal mediator in the dispute.

The settlement gave wage increases of 30 cents an hour to longshoremen at Montreal and Quebec, 39 cents an hour to longshoremen at Three Rivers, 33 cents an hour to checkers at Quebec, and 34 cents an hour to checkers at Montreal in new three-year agreements. In addition, premium pay clauses were amended. Rates for Saturday work, previously straight time until noon, were changed to time and one half all day; for work from midnight to 5 a.m., previously time and one half, to double time. The formula for vacation pay is to be 4 per cent of gross earnings in lieu of the previous 8 cents per man-hour worked. The employers will also increase their contribution from 29 cents to 33 cents per man-hour worked toward the pension, welfare and vacation plans.

An important part of the settlement is provision for an enquiry into the administration and operation of the Shipping Federation of Canada-ILA trust funds, as recommended by a conciliation board the previous month (L.G., Oct. 1963, p. 886).

At the outset of negotiations, the Shipping Federation bargained with an ILA committee representing about 4,000 workers at Halifax and 2,800 workers at Saint John as well as employees at the St. Lawrence River ports. Agreement was reached last February—the proposed terms included annual wage increases of 5 cents an hour and annual increases of 2 cents an hour in company contributions to the welfare plan in a two-year contract—but the terms were rejected by the union locals at Montreal, Quebec and Three Rivers.

The union locals at Halifax and Saint John, however, accepted these proposals tentatively with the understanding that further meetings would be held if a different settlement were negotiated for the St. Lawrence River ports.

In November, negotiations between the Shipping Federation and the Halifax and Saint John locals were reopened and the employer representatives proposed terms along the lines of the Montreal settlement. The terms were subsequently accepted by the longshoremen.

Two strikes involving approximately 1,800 workers at St. Jerome, Que., ended during the quarter with the signing of new agreements between the **Rubber Workers** and **Dominion Rubber** in October and the **Textile Workers' Union** and **Regent Knitting Mills** in December.

The work stoppage at the Dominion Rubber plant had begun in September and lasted six weeks until a settlement was ratified by members of the Textile Workers' Union. The new agreement is for a term of three years and gives wage increases of 11 cents an hour to male employees and 9 cents an hour to female employees, and a reduction in the work week from 45 to 44 hours. Other terms of settlement include an increase in the night shift premium to 7 cents from 5 cents an hour, a minimum monthly pension of $97.50, which had previously been $87.50, and a reduction in the qualifying period for four weeks vacation from 25 to 22 years of service.

At Regent Knitting Mills, an 18-week strike that had started in August ended with the signing of a three-year contract giving general wage increases amounting to 14 cents an hour and classification adjustments ranging from 4 to 43 cents an hour. Furthermore, the work week is to be

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

reduced from 49 to 45 hours in two steps for about 80 workers and from 48 to 46½ hours in two steps for some 200 workers, with other employees remaining on a 45-hour work week. Provision is also made for three weeks vacation after 18 years of service in 1964, after 17 years of service in 1965 and after 16 years of service in 1966.

Collective bargaining with Canada's **major railways** was opened in November as existing contracts of 15 unions representing **non-operating employees** and of the **Brotherhood of Railroad Trainmen** were due to expire December 31.

When contract negotiations began, 14 of the non-operating employees unions submitted their proposals jointly to the **CNR, CPR** and other railways on behalf of 80,000 employees of the companies. The **Canadian Brotherhood of Railway, Transport and General Workers,** bargaining agent for about 22,000 non-operating employees of the **CNR** and the **Ontario Northland Railway,** later presented its demands separately. In previous years, the CBRT had entered negotiations along with the other unions; this year it withdrew from joint bargaining in November.

According to newspaper reports, the non-operating employees unions were seeking a one-year agreement that would establish parity between their average hourly rates and wages paid in such durable goods industries as wood products, iron and steel products, transportation equipment, non-ferrous metal products and electrical apparatus and supplies manfuacturing. The CBRT requested, in addition, longer vacations, a new system for sick leave, increases in health and welfare benefits, and a job freeze for employees with more than five years of service.

In November, **Bell Telephone** negotiated five company-wide agreements with its independent employees' associations—the **Canadian Telephone Employees' Association,** representing clerical and associated employees, communications sales employees and craft and services employees, and the **Traffic Employees' Association,** bargaining agent for telephone operators and dining service personnel.

More than 27,000 workers in numerous centres in Ontario and Quebec are covered by the new contracts, which supersede agreements that had expired in November. With the exception of the agreement covering telephone operators, which is for a term of 15 months, all contracts are of one year's duration.

The agreement covering employees in clerical and associated occupations gives wage increases ranging from $1 to $2.75 a week on top salary rates and from $1.50 to $4.50 a week on starting salaries, such increases varying according to the grades and localities of the employees.

The wage increases granted to communications sales employees amount to $18 a month in all localities plus an additional $6 a month in communities other than Toronto, Montreal and Windsor.

In the bargaining unit comprising craft and services employees, wage increases of up to $3 a week on starting rates and of $2.25 to 3.50 a week on top rates, depending on the localities and classes of employees, were granted as a result of the settlement.

Under the agreement applying to traffic operators, wage increases on top salaries range from $1.25 to $2.50 a week, depending on locality. The agreement negotiated by the Traffic Employees' Association on behalf of dining service employees provides for wage increases of $1.50 to $2 a week on top rates for female employees and of $2.25 a week for male employees, and wage increases on starting rates for female employees of $2.50 to $5 a week and for male employees of $1.75 a week.

During the quarter, **TCA** negotiated two major settlements. One of these agreements, with the **Canadian Air Line Flight Attendants' Association,** is for a 20-month term and provides for annual salary increases of 2½ per cent. Included in the contract is a new rule that stewardesses and pursers based in Montreal will be required by May 1, 1965 to be bilingual; the company will provide courses of instruction.

The other TCA settlement resulted from negotiations on a mid-term wage reopener provided in a two-year agreement with the **Machinists.** The agreement covers about 4,400 employees in the maintenance and overhaul, station services and stores departments of the company.

In October and November a conciliation board assisted in the negotiations. In its report, the board noted that this was the first time in the 14-year history of collective bargaining between TCA and the Machinists that the two parties required the services of a conciliation board, and commended the existing relationship. In December a settlement was reached and ratified by the union membership. It gives increases of 4 per cent effective November 5, 1963 and provides for settlement pay of $60 prorated from July 2, 1963 for employees on the payroll November 27.

In December, the **United Steelworkers** and **Denison Mines,** with assistance from a conciliation board, reached a settlement covering approximately 870 employees at Elliot Lake, Ont. The new agreement is of two years duration and provides for a wage

increase of 5 cents an hour in September 1964 and an additional wage increase of 2 cents an hour for hoistmen with compressor's papers.

During negotiations, an important issue in dispute had been a provision for separation allowances. Previously, the separation allowance was $6 per month of service to a maximum of $400. The union was requesting that the $400 limit be removed. Under the new agreement, continuity pay for employees in the bargaining unit will be a maximum of $450 up to September 1, 1964 and $500 after that date, to be accumulated at the rate of $6 a month of continuous service by employees from their last date of hiring to the expiry date of the agreement. Employees who have more than six months of continuous service with the company will qualify for continuity pay. No severance pay shall be granted, however, unless the severance is directly due to a complete shutdown.

To obtain severance pay, the employee must remain in the employ of the company until his services are permanently severed for the above reasons. The obligation of the company to pay severance pay will cease at the termination of the agreement on August 30, 1965.

At an annual convention of the **United Packinghouse Workers** held in Vancouver during October, the delegates approved proposals for submission to meat packing companies in forthcoming negotiations. Contracts between the union and **Burns and Company, Canada Packers** and **Swift Canadian** are due to expire in March 1964.

The proposals formulated include: a reduction in the 40-hour work week to 37½ hours, an increase in the night shift premium from 12 cents to 21 cents an hour, up to six weeks vacation after 25 years of service, double pay for vacation taken outside the summer months, sabbatical leave of 13 weeks every five years for employees with 15 years of service, elimination of part-time work, wedding and bereavement pay for three days, voluntary overtime and separation pay.

Major Settlements in 1963

During 1963, collective bargaining in Canada in industries outside the construction sector resulted in 211 major settlements—those covering bargaining units of 500 or more employees—and produced new contracts for approximately 293,000 workers. More than half of these settlements were negotiated in manufacturing industries, and close to 20 per cent were signed in the service sector, which includes such employers as municipal and provincial governments, hotels, hospitals and educational institutions.

Most of the major agreements reached during the year were signed for a two- or three-year term; two-year contracts predominated. Only 43 out of the 211 major agreements were for a period of one year.

Twenty-five of the major settlements gave no general wage increases but provided for

WAGE SETTLEMENTS DURING 1963, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1963 excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour[1]	Term of Agreement in Months									
	Under 15		15–20		21–26		27–32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
1	2	1,000								
5	1	600								
6	1	600								
9					1	1,600				
11					1	500			1	2,000
13			1	500						
14					1	800				
17					5	4,950	3	1,750		
Mining										
0					2	1,250				
5					1	900				
8					1	2,290				
13					2	6,500				
17									1	2,200
18									1	1,500
19									1	13,500
21					1	1,600			1	2,000

Industry and Total Wage Increase in Cents per Hour[1]	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Manufacturing										
0	5	4,590			16	24,890			1	500
2					1	500				
3	3	2,800			2	1,900				
4	2	1,050			1	3,400				
5	2	1,250			1	730			1	2,700
6					5	4,220				
7	3	5,260			2	2,850				
8	3	6,200			2	7,900			1	900
9					2	1,200				
10					8	8,220			3	11,120
11					3	2,700			1	1,200
12					3	2,600			2	1,100
13					3	3,400			2	2,530
14					1	1,400			1	530
15					5	3,580			2	1,100
16									2	2,000
17					2	2,300			1	500
18					1	600			2	2,450
19									1	800
20					1	800			2	1,080
21					2	1,100				
23					1	850				
24							1	1,000	2	1,200
25									1	1,100
32					1	600				
Transportation, Storage and Communication										
0	1	540								
1	2	1,230								
2	1	980								
3	1	1,400	1	8,500	1	500				
4	1	8,100								
6	3	15,100	1	1,200	1	750				
8	1	4,400			2	1,300				
10					2	2,900				
12									1	2,100
13					1	1,000				
15							1	4,300		
16	1	500								
19					1	500				
30									1	5,400
44									1	2,400
Public Utility Operation										
8	1	840					1	1,500		
10					3	2,700				
12							1	1,300		
Trade										
3					1	1,000				
11					1	1,500				
15									1	1,400
18					1	900				
Service										
1					1	2,480				
4	1	630								
5	2	2,380			1	500				
6	3	3,480							1	750
7					2	3,300			2	1,000
9	1	1,710			5	5,930				
10					3	2,510			1	500
11					1	600			1	600
12					1	700				
13					4	3,250				
14					3	5,700				
15	1	5,000			1	630				
16	1	800								
17					1	3,700				
18					1	500				
19					1	750				
28					1	650				
30					1	800				
Total	43	70,440[2]	3	10,200	119	141,180	7	9,850	39	66,160

[1] The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

[2] Includes two bargaining units (600 and 4,400 employees) for which two wage settlements were concluded during 1963. The number of employees in each of these bargaining units appears twice in the table.

other improvements. Most of the settlements that provided no general wage increase were in the pulp and paper industry in eastern Canada; their main features were classification adjustments for skilled tradesmen, higher shift premiums, provisions for jury-duty pay, shorter qualifying periods for four weeks vacation, higher company contributions toward hospital and medical insurance plans, and improvements in group life insurance and pension benefits. A few settlements in this industry, however, provided for wage increases ranging from 2 to 6 cents an hour.

About two-thirds of the 43 major one-year agreements signed during the year gave wage increases of 3 to 8 cents an hour on labour rates.

Of the 119 major two-year agreements reached in 1963, more than half provided for labour rate increases ranging upward from 10 cents an hour.

In about one-third of the 39 three-year contracts, wage increases of 10 to 14 cents an hour on labour rates or their equivalent were provided for; in one-half of the three-year contracts, wage increases ranging upward from 15 cents an hour.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During February, March and April

(except those under negotiation in January)

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC (loggers)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide	Locomotive Engineers (Ind).
CNR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont.	UE (Ind.)
Cdn. International Paper (Gatineau Woods Div.), Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Cdn. International Paper (St. Maurice Woods Div.), Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper, East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fisheries Assn. & cold storage cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Food stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Lever, Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC/ (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.	Teamsters (Ind.)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Part II—Negotiations in Progress During January

Bargaining

Company and Location	Union
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	IUE (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
CNR, CPR & other railways	15 unions (non-operating empl.)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G.T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO-CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., company-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Northern Electric, London, Ont.	Empl. Assn., (Ind.)
Ontario Hydro, company-wide	Public Empl. (CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	IBEW (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)

Company and Location	Union
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto Metro, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	UE (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Winnipeg Metro (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Board

CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Work Stoppage

(No cases during January)

Part III—Settlements Reached During January

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Education and Training of Girls in Britain

Women in Britain today spend more years in paid work outside home. Two recent studies of educational programs for girls deal with training in industry and total preparation of girls

Women of today's generation in Britain are spending more years in paid work outside the home. More free time from family duties, coupled with thriving economic conditions in the country, have created a new situation that has brought a pressing need to re-appraise educational programs for girls. Of special interest are two recent studies directed to this end.

The first of these, "Training Girls in Industry," a 35-page booklet published by the Industrial Training Council*, stresses the advantages of organized training programs for girls in industry. For employers it is sound business, as, in a competitive labour market, companies offering the best training schemes attract the better candidates.

Such training programs ease the transition from school to work. Well-planned use of time reduces the instruction period and minimizes waste of materials. A higher standard of work, increased production, lower turnover rate and improved morale bring further benefits to management.

The trainees themselves improve their earning capacity as a result of learning quick, safe and correct methods of work. Prospects of promotion are also greater for well-trained workers. And for young women who marry and later wish to return to work, proficiency gained when they were young should facilitate re-entry into the labour force.

The best training schemes combined on-the-job training with study at a technical college. They were based on a thorough study and analysis of the work to be done. Trainees were selected with full regard for aptitude and suitability, and well qualified instructors provided. Special induction programs and release during working hours for attendance at technical colleges eased the transition from school to work.

The second study, "the Education and Training of Girls"†, was undertaken by a working party of women versed in the needs of the community rather than being expert in the field of education. Their concern was with the total preparation of girls, testing its adequacy for their future roles in a changing society—at home, at work and as citizens. Views were sought from school principals, teachers, employers, social workers and youth organizations as well as parents and girls themselves.

One headmistress of a grammar school described the expectations of her girls, aged 15 to 18, as: early marriage, a family, and work outside the home. She said that the girls were interested in housewifely arts but viewed them as a "co-operative enterprise" in which husbands and children would share.

Home economics teachers proposed a course on Preparation for Marriage and Home Life, to be followed by another on Preparation for the Community Life. They were of the opinion that every girl should have some knowledge of these wider aspects of living before leaving school, and that boys, too, would benefit from such courses.

Discussions with employers revealed frequent lack of preparation for first jobs. Girls whose standards were not high enough to enter clerical and secretarial work had been accepted because of desperate shortages of personnel. In the London area, it was found there were 30 such jobs for every girl applicant.

School girls themselves believed that education gave one greater scope in choosing a career and enabled one to earn a good living. Many of those who had recently left school had already realized that education does not end with school graduation—one must "go on learning all through life."

Although fewer girls than boys were receiving formal post high-school education, the numbers of women attending evening institutes, where they far outnumbered men, suggested eagerness to continue with further education if given the opportunity.

The women's group ruled out "soft options" for girls; they should have the best education they can get before marriage and have ready access to further education and training in later life. There should be equal opportunities for women in the universities and in the professions.

For girls, more and varied schemes of "day release" for further education were recommended. Also, the schools should give more attention to advising girls about careers and opportunities for employment.

* Set up by the British Employers' Confederation in 1958.

† A study by the Women's Group on Public Welfare, published by the National Council of Social Service, 26 Bedford Square, London, W.C. 1.

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TEAMWORK in INDUSTRY

"It works. It fills a need. It's in its 20th year. We intend to keep it." Frank Gresty, personnel manager at the drug firm of John Wyeth & Brother (Canada) Limited, used this capsule comment recently to sum up the Windsor plant's assessment of its Employees' Operational Committee.

Union spokesman Roy Girard expressed similar sentiments. Mr. Girard is chairman of Local 9-368, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC). "Joint consultation has a definite place in industry", he declared. "It is good for the general welfare of the whole group. People need to be in contact with each other on the job."

Founded 1944

Founded in 1944, the EOC's main responsibility is to promote employee co-operation in production, efficiency, attendance, safety, good housekeeping and suggestions, and to sponsor sports, entertainment and a variety of special projects—one of which, by way of example, was an employee course in civic administration.

A true joint consultation committee in all its functions, the group is composed of 10 elected employee members, the company president, personnel manager, plant chairman and two department managers.

The committee convenes on two occasions each month. One of them is a dinner meeting featuring a banquet and floor show as a suitable aftermath to business.

In addition to the regular members of the Employees' Operational Committee, two guests are invited, one from among plant, the other from among office personnel. Priority is determined by the date on which an employee joined the company.

Eventually all personnel will have been guests of the committee. The plan is aimed primarily at the preservation and extension of the company's team spirit. At the same time, personnel are thereby introduced gradually to the responsibilities they will one day assume when their turn comes to serve on the committee.

There are special reasons behind the name for the committee. Its title, Employees' Operational Committee, represents an attempt to get away from what are described as "unnecessary distinctions" among employees.

As personnel manager Frank Fresty explained it recently: "We think that talk of 'labour' and of 'management' sets up barriers. It implies two factions. Our idea is to avoid distinctions between plant and clerical and supervisory personnel. What we have here is a team, and we want to keep it that way."

Team Concept

The Wyeth firm is solidly for this team concept. Management spokesmen point out that every member of the organization is essential—"otherwise he wouldn't be on our payroll." They emphasize that it is important that the good housekeeper and the chief chemist do their jobs equally well.

Consistent co-operation and stability are the keynote of employee-employer relations at John Wyeth, according to one management spokesman.

During a recent interview, Frank Gresty stated that the team spirit of the firm's 200 employees shines through, both on the job and off.

Of the roughly 150 suggestions and ideas submitted by personnel each year, 70 to 75 per cent receive some form of recognition or award for their utility. Practical suggestions take the major share, of course, but management believes that "good thinking" deserves encouragement too.

Teamwork among plant and office employees has also led to an impressive safety record. The first million hours of "no lost-time accidents" was passed in September 1962. The latest figure made public stands at close to 1,500,000 hours. Management says the credit belongs jointly to the committee's safety program and enthusiastic employee response to that program.

On the social side of life, it is not uncommon for Wyeth personnel, relatives and friends to show up at the annual "family Night" in numbers over 500 strong.

There is a similar keen participation in bowling, swimming and other sports and entertainment organized by the plant Employees' Operational Committee.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during December. The Board issued four certifications designating bargaining agents, ordered one representation vote, rejected three applications for certification, and granted one application for revocation of certification. During the month the Board received 17 applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of maintenance technicians and program operators at Radio Station CHML, Hamilton, Ont., employed by Maple Leaf Broadcasting Company Limited (L.G., Dec. 1963, p. 1109).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C. (L.G., Dec. 1963, p. 1110).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Etria and Pavillon Mercier projects in Montreal, Que. The application had also included the Place Gouin project in Montreal, but the Board deemed that the appropriate unit should not include these employees (L.G., Dec. 1963, p. 1110).

4. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., Dec. 1963, p. 1110).

Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, respondent, and the Brotherhood of Locomotive Firemen and Enginemen, intervener. The Board directed that both the name of the applicant and the intervener appear on the ballot (L.G., Dec. 1963, p. 1110) (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. International Longshoremen's Association, Local 1657, applicant, and various companies as represented by The Shipping Federation of Canada, Incorporated, respondents (L.G., July 1963, p. 601) (see "Reasons for Judgment," below).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hubert Transport Inc., Ste. Thérèse, Que., respondent (L.G., Dec. 1963, p. 1109). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and John L. Bray, Ottawa, Ont., respondent (mail service) (L.G., Dec. 1963, p. 1109). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Tiger Transfer Ltd., Calgary, Alta., applicant, and Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Dec. 1963, p. 1110). Local 987, the certified bargaining agent, did not contest the application.

Applications for Certification Received

1. United Steelworkers of America, Local 5115, on behalf of a unit of longshoremen employed by Kitimat Wharves Limited, Kitimat, B.C. (Investigating Officer: D. S. Tysoe).

2. National Syndicate of Employees of Ogilvie Flour Mills Co. Ltd., on behalf of a unit of employees of Ogilvie Flour Mills

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

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Co. Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

3. National Syndicate of Employees of Robin Hood Flour Mills Ltd., on behalf of a unit of employees of Robin Hood Flour Mills Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

4. General Truck Drivers and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourist Services Ltd., Whitehorse, Y.T. (see "Applications for Certification Withdrawn," below) (Investigating Officer: G. H. Purvis).

5. National Syndicate of Employees of Quebec Air Transport, on behalf of a unit of employees of Quebecair Inc., Rimouski East, Que., employed in its traffic, maintenance, and operations departments (Investigating Officer: R. L. Fournier).

6. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, on behalf of a unit of operating engineers employed by Robin Hood Flour Mills Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

7. Office Employees' International Union, Local 15, on behalf of a unit of office employees of Canadian Freightways Limited, Calgary, Alta., employed at its North Burnaby, B.C. terminal (Investigating Officer: G. H. Purvis).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Ogilvie Flour Mills Co. Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Robin Hood Flour Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

11. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by Northern Alberta Railways Company, Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

12. Brotherhood of Railroad Trainmen, on behalf of a unit of sleeping- and parlour-car conductors employed by the Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

13. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by the Ontario Northland Railway, North Bay, Ont. (Investigating Officer: A. B. Whitfield).

14. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Colonial Broadcasting Company, St. John's, Nfld., employed at Radio Station VOCM (Investigating Officer: D. T. Cochrane).

15. National Syndicate of Employees of Maple Leaf Mills Limited, on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

16. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed in Canada by Empresa Consolidada Cubana de Aviacion (ECCA) Cubana Airlines (Investigating Officer: Miss M.-P. Bigras).

17. National Syndicate of Employees of Quebec Air Transport, on behalf of a unit of hostesses and flight agents employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: R. L. Fournier).

Applications for Certification Withdrawn

1. Miscellaneous workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and O'Connor Transport Limited, North Burnaby, B.C., respondent (L.G., Jan., p. 40).

2. Communications Workers of America, applicant, British Columbia Telephone Company, Vancouver, B.C., (traffic division), respondent, and Federation of Telephone Workers of British Columbia, intervener. (L.G., Jan., p. 40).

3. General Truck Drivers and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tourist Services Ltd., Whitehorse, Y.T., respondent (see "Applications for Certification Received," above).

Reasons for Judgment in application for certification affecting

International Longshoremen's Association — *Applicant*

and

12 Companies as Represented by The Shipping Federation of Canada, Inc. — *Respondents*

This is an application for certification of the Applicant as bargaining agent for a unit of employees of the Respondents* engaged in the handling of ocean freight in and out of the port of Montreal and classified as checkers, coopers, timekeepers, manifest clerks and office clerks excluding supervisory and confidential employees—engaged on the docks in the port of Montreal.

The initial application covered the employees in these classifications of 35 companies, members of The Shipping Federation of Canada, engaged in shipping in and out of the port of Montreal. On July 9, 1963, the Applicant asked leave to submit, and submitted an amended application for certification, excluding therefrom such of the said companies named in the original application as did not have employees engaged on a regular basis in the classifications comprising the proposed bargaining unit. The effect of the amendment would be to reduce the number of companies to 12. These are the ones designated as the Respondents.

* Empire Stevedoring Co. Ltd., Watts Watts Shipping Ltd., Kerr Steamship Limited, Brown & Ryan Limited, Wolfe Stevedores Limited, McLean Kennedy Limited, The Cunard Steamship Company Limited, The Robert Reford Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Canadian Pacific Steamships Limited, Furness Withy & Company Limited, Montreal, Australia, New Zealand Line Limited.

The Respondents oppose this amendment of the application but, subject to the Board's decision with respect thereto, gave consent to being joined in the application pursuant to and subject to the provisions of Section 9(3) of the Industrial Relations and Disputes Investigation Act.

In view of the circumstances and in the exercise of the discretion accorded to it under the aforesaid Act, the Board has granted leave to the Applicant to amend its application for certification as requested.

The basic issue between the parties concerns the appropriateness of the bargaining unit in respect of which certification is applied for.

The Applicant is and has been for a number of years the bargaining agent of employees of the Respondents and other member companies of The Shipping Federation of Canada, employed as checkers and coopers (cargo repairmen) at the port of Montreal under the terms of an existing collective agreement between them, as well as under preceding collective agreements.

The effect of the present application, if granted, would be to extend the scope of this existing bargaining unit in so far as it relates to the employees of the Respondents, by adding thereto timekeepers, manifest clerks and office clerks employed by them on the docks in the port of Montreal. The Applicant claims an over-all majority membership of employees in this proposed enlarged unit, but has not a majority membership of employees comprising the additional group whom it thus seeks to add to the existing unit.

According to the evidence given to the Board, checkers and coopers are hired by the Respondents on a day-to-day basis through the Applicant and are paid on an hourly basis. They are employed only during the open port season. On occasions, the services of checkers may be used as clerks on the docks to help clean up an accumulation of work on the docks. In such instances, under the existing collective agreement, they are to be paid an additional hourly rate while so employed.

After the port of Montreal is closed down in the winter, some checkers originally from Saint John may be sent down to the port of Saint John, N.B., to do similar work during the winter months when this port's activities increase, and they may in such event in some instances be employed as clerks on the docks if the latter are in short supply.

The office personnel, including the clerks and timekeepers on the docks, are paid on a monthly-salary basis, are hired directly by the company, and are generally employed on a year-round basis. In the winter period, when the port of Montreal is closed, these employees are engaged in clerical work in the main offices of their company in Montreal or are transferred by their employer for similar employment in the Maritime ports to help look after the substantial increased shipping activities during that period. These office workers are accorded the same pension rights, medical benefits and vacation-with-pay rights as other clerical employees of their employer in the main office.

The Respondents contend that the work of the clerical staff on the wharves is simply an extension of the work done by the clerical staff in the main offices and that their functions are essentially the same, and that the timekeepers who keep the time of the longshoremen on the docks are a part of the company payroll department. The Respondents submit that their community of interests is with the office employees in the main office rather than with the checkers and coopers who it is claimed are in fact casual employees.

The applicant contends that though there is a clear line of demarcation between the work of the office clerks on the wharves and the checkers, the unit is appropriate in view of the homogeneity of their work and the common *situs* of their work.

The Board has reached the conclusion upon the facts as adduced in the evidence concerning the manner in which the work is carried on and in the disparate conditions of employment, that the unit applied for is not appropriate in this instance.

In the course of the hearing, some reference was made to a certification granted by the Board in 1950 to Local 1764, Steamship Checkers & Cargo Repairmen & Weighers & Samplers, ILA, as bargaining agent for employees of a number of shipping companies represented by The Shipping Federation of Canada, as employed in the port of Saint John, N.B., and described as steamship checkers, cargo repairmen, weighers and samplers, together with manifest clerks and office employees on the docks.

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

A check of the record of that 1950 case indicates that the only classifications of employees shown on the companies' payroll records at that time were checkers and coopers. Such clerical employees as were employed on the docks were apparently included within the checker category and were employed and paid upon the same basis and at the same rates as checkers. The collective agreements entered into subsequently between the parties to the certification have apparently covered only checkers and cooper classifications of employees. In these circumstances, that decision has little relevance to the facts of the present application.

The application is rejected accordingly.

(*Sgd.*) A. H. Brown,
Vice-Chairman and Acting Chairman

P. Cutler
L. G. Taylor
G. Tremblay
B. Fisher
For the Applicant

P. F. Renault
C. T. Mearns
J. A. Crichton
Capt. P. N. Bolger
P. V. O. Evans
For the Respondents.

Dated at Ottawa, December 19, 1963.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1 Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

2. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

3. Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

4. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G.R. Currie).

5. Soo-Security Motorways Ltd., Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

6. Kitchener-Waterloo Broadcasting Company Limited and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

7. National Harbours Board and Civil Service Association of Canada (Quebec Harbour Police) (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (see above).

2. Pacific Western Airlines, Vancouver, (I.F.R. and V.F.R. Divisions), and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L. G., Jan., p. 41).

3. The Toronto Harbour Commissioners and Local 1842 of the International Longshoremen's Association, Toronto (Conciliation Officer: T. B. McRae) (L.G., April 1963, p. 309).

Conciliation Boards Appointed

1. Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees and Technicians (L.G., Nov. 1963, p. 1016).

2. Central Truck Lines Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 40). (Note: Local 106 has been added to the dispute at the request of the parties.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Jan., p. 41), was fully constituted in December with the appointment of W. H.

Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews of Toronto and F. Stewart Cooke of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in November to deal with a dispute between Robin Hood Flour Mills Limited (plant employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Jan., p. 41), was fully constituted in December with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews of Toronto and F. Stewart Cooke of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Dec. 1963, p. 1115), was fully constituted in December with the appointment of Frank Godine, Q.C., of Montreal, as Chairman. Mr. Godine was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Francis Eugene Carlin and Louis-Claude Trudel, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Board Reports of Settlement Received

1. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Dec. 1963, p. 1115).

2. Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Nov. 1963, p. 1016).

Report of Board in Dispute between

Denison Mines Limited

and

United Steelworkers of America

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, a Board of Conciliation and Investigation was established with His Worship, Magistrate J. A. Hanrahan, Chairman, G. B. S. Ferguson, Q.C., nominee of the Company, and Peter Podger, nominee of the Union.

The Board met with the parties in Toronto, Ont., on December 6, 1963.

There appeared for the Company:

H. E. Houck, Consultant

M. J. DeBastiani, Manager

C. B. Banks, Superintendent.

There appeared for the Union:

O. Mancini, Area Supervisor

G. Gilchrist, Representative

A. Brunet, Representative

J. Norton, Representative

And members of a bargaining committee.

Comprehensive briefs were presented by the parties. From these, the Board learned the previous agreement had expired June 23, 1963. There are some 870 now employed in this mine. Despite lengthy meetings between the parties, assisted finally on two occasions by a conciliation officer, 19 items remained in dispute.

An exhaustive review of the difficulties facing the uranium industry in Canada was given by Mr. Houck. He stated only the Canadian Government's contract to stockpile, which is due to expire July 1964, keeps this mine in operation. There is hope for the future but no immediate prospects for an additional market.

Against that gloomy background, the Board commenced its efforts. Despite detailed information contained in the briefs concerning the non-monetary items remaining in dispute, the Board determined to direct its attention first to what appeared

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During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Denison Mines Limited, Elliot Lake, and District No. 6, United Steelworkers of America.

The Board was under the Chairmanship of Magistrate J. A. Hanrahan of Windsor, Ont. He was appointed by the Minister on the joint recommendation of the other two members, George Ferguson, Q.C., of Toronto, and Peter Podger of Streetsville, Ont., nominees of the company and union, respectively. The report is reproduced here.

to be four basic matters that would have to be favorably resolved if any progress were to be made at this level. These were: the term of the renewal, continuation of the separation provision that exired with the previous agreement, wages, and union security.

Although early in the negotiations it appeared the Company would renew the separation-allowance provision in its original terms, providing a complete agreement could be reached, this was not what the Union sought. It not only wanted the $400 maximum changed to no limit to what the $6.00 monthly contribution could produce, but also that its terms should apply to those on layoff at the time of closure.

The terms of the agreement varied as possible patterns were considered. While two years seemed a potential possibility, at one stage the Union changed its demands to cover a one-year agreement, based on a 5-cent-an-hour improvement as of this date, plus improvements in certain categories.

The question of union security proved troublesome to the end. Finally, the Union would have been content to agree to a voluntary irrevocable [checkoff], subject to an escape clause [applicable within] 30 days from the expiry date, but this was firmly rejected.

The major part of the day-long effort was spent trying to develop some suitable plan for renewal of the severance-allowance provision. The solution finally created was owing in no small measure to the valued contributions made by the Chairman's fellow-members, which he wishes to gratefully acknowledge.

The package design that finally evolved included the dropping of a number of items, and was only realized by pressure applied on both sides, upwards and downwards. This was the result—a memorandum of agreement—signed by the parties, as follows:

The parties hereto agree to renew their previous agreement for a period expiring August 31, 1965, with only the following changes:

1. To contain all matters previously resolved before the date of this hearing.

2. Wages: Effective September 1, 1964, an increase of five cents an hour; effective the same date, an additional two cents an hour for hoistmen with compressor's papers.

3. Upon execution of the proposed renewal, the Company undertakes to deliver to the Union a letter as to severance pay as per provision outlined in the document in the custody of the Chairman.

The signatories hereto agree to accept and recommend to their principals the foregoing as a settlement of all matters in dispute.

Dated at Windsor, Ontario, this 10th day of December, 1963.

(*Sgd.*) J. A. Hanrahan,
Chairman.

Form of Letter referred to in Memorandum

Whereas at the time of these negotiations it appeared there was a possibility that the Company's operations at Elliot Lake might be shut down during the term of the collective agreement;

And whereas it is mutually agreed in such event the following provisions for severance pay should apply:

1. The continuity pay for employees in the hourly bargaining unit of Denison Mines Limited at the Elliot Lake property will be a maximum of $450.00 per employee up to September 1, 1964 and $500.00 per employee after September 1, 1964 and to the expiry date of the collective agreement, to be accumulated at the rate of $6.00 per month of continuous employment since the last date of hiring; [and]

2. Continuity pay will be paid to those employees who have in excess of six months continuous service with the Company. A month's service for the purpose of continuity pay will be any money wherein the employee worked at least 75 per cent of his scheduled shifts for that month, unless he was prevented from doing so because he was on Workmen's Compensation as result of an occupational accident incurred working for Denison Mines Limited.

3. The Company agrees that it will pay the applicable severance allowance outlined above to all employees whose employment is permanently severed at the time of shutdown or prior to shutdown. However, no severance pay shall be granted unless the severance is directly due to a complete shutdown.

4. To obtain severance pay the employee must remain in the employ of the Company until his services are permanently severed for the above reasons.

5. The obligation of the Company to pay severance pay will cease at the termination of the collective agreement, August 30, 1965.

6. Any dispute arising from implementation of these provisions may be referred to an arbitration panel to be established by the parties.

Report of Board in Dispute between

Trans-Canada Air Lines

and

International Association of Machinists

The Board of Conciliation consisting of Mrs. Frances Bairstow, Union nominee; H. M. Sparks, Company nominee, and W. H. Dickie, Chairman, met with the parties at Montreal on October 10 and 11, November 1 and 2, and again on November 25, 26, and 27, 1963.

Appearing for the Company were:

F. C. Eyre, Director Industrial Relations
G. E. Bolton, Director Personnel and Industrial Relations
A. D. Bertoir, Manager Labour Relations
D. H. Gray, Director Maintenance and Overhaul
G. R. McKillop, Supervisor of Labour Relations
R. Peterson, Assistant General Superintendent of Overhaul Base
S. Sheldrake, Supervisor Administration Services
C. Hodgson, Supervisor of Training and Labour Relations
B. Horan, Labour Relations Assistant
A. Sadler, Vice-President Administration.

Appearing for the Union were:

Mike Pitchford, Chairman Negotiating Committee
Frank Heisler, Airline Co-ordinator IAM
Don Wasserman, Research Dept. IAM
M. Rygus, General Vice-President IAM
Ed Smith, General Chairman Lodge 714 IAM
J. King, Committee Member Lodge 714 IAM
Ron Ulmer, Committee Member Lodge 714 IAM
L. Foreman, Committee Member Lodge 714 IAM
Ross Secord, Committee Member Lodge 714 IAM
Frank Grennan, President Lodge 1751 IAM
Wilf Bulger, Committee Member 1751 IAM
Jean Bowles, Committee Member 1751 IAM
John Farrell, Committee Member 1751 IAM
R. N. Gray, Grand Lodge Representative.

The parties to the dispute are Trans-Canada Air Lines, and the International Association of Machinists as represented by Airline Lodge 714 and Trans-Oceanic Lodge 1751.

The Union represents certain classifications of employees in the maintenance and overhaul, station services and stores departments, of the Company. The total number of employees involved as of June 1, 1963 is 4,398, which constitutes 37.6 per cent of the total employees of the Company.

The collective agreement in question became effective July 1, 1962, and remained in effect until June 29, 1964, with the exception of the basic wage rates and the trade differentials, which were to remain in effect only until July 1, 1963, at which time the contract could be reopened for negotiation of these two items.

After a series of negotiating and conciliation meetings, which extended over the period from June 25, 1963 to August 13, 1963, the parties came to this Board with the same two issues unresolved.

The Company and Union both presented excellent briefs with exhibits that were supported by oral argument. The Board met with the parties collectively and separately, and examined in detail all of the aspects of this dispute.

It should be noted that this is the first time in their 14-year collective bargaining history that these two parties have been to a Conciliation Board. This speaks well of their relationship.

After our hearings on November 2, an executive meeting was held by the Board members on November 9, after which it was decided that we should try again to resolve the dispute. Accordingly, hearings were scheduled for November 25. As a result of long and arduous efforts made by all concerned, a memorandum of settlement was reached and has since been ratified by the Union membership. We are pleased to report the details as follows:

Memorandum of Settlement

The parties hereto agree to recommend to their principals the acceptance of the following terms as a settlement of all the items in dispute.

(*Continued on page 161*)

During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Mrs. Frances Bairstow of Beaconsfield, Que., and H. M. Sparks of Montreal, nominees of the union and company, respectively. The report is reproduced here.

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench rules on validity of decree under province's Collective Agreement Act. B.C. Supreme Court enjoins picketing of trucks delivering to customers; in another decision rules that arbitration board should hear evidence regarding custom of honouring lawful picket lines

In Quebec, the Court of Queen's Bench, upholding a Superior Court judgment, ruled that a decree under the Quebec Collective Agreement Act establishing a five-day week and prescribing Sundays and Wednesdays of each week as non-working days for the distribution of bread in a specified area was constitutionally valid as being concerned with subject matters within provincial legislative competence, and did not trespass on federal jurisdiction respecting Sunday observance.

In British Columbia, the Supreme Court ruled that, under Section 3(2) of the Trade-unions Act, picketing of trucks making deliveries to customers is prohibited because the phrase "the employer's place of business, operations, or employment" in Section 3(1) of the Act does not include any place such as a street, lane or a parking area where an employer's driver stops his delivery truck to make a delivery to a customer.

In another decision, the British Columbia Supreme Court ruled that in arbitration proceedings under a collective agreement, the Board of Adjustment, before deciding whether the employer had reasonable cause in dismissing employees who refused to cross a picket line, should accept evidence regarding an alleged usage or custom whereby the employees may, without violating the terms of their collective agreement, properly refuse to cross a picket line set up in consequence of a lawful strike.

Quebec Court of Queen's Bench . . .

. . . rules that decree establishing hours of work is within provincial jurisdiction

On June 4, 1963, the Quebec Court of Queen's Bench, Appeal Side, dismissed an appeal from a judgment of the Quebec Superior Court and held that a decree under the Collective Agreement Act, approved as required by order in council, that established a five-day week and prescribed Sundays and Wednesdays of each week as non-working days for the distribution of bread in a specified area did not trespass on federal power respecting Sunday observance.

The Court held that the object of the decree is not the observance of Sunday as a religious day but concerns the establishment of hours of labour and a five-day work week, which are subject matters within provincial legislative competence.

A company operating a bakery in Montreal was summoned in March 1961 to appear before a Judge in the Court of Sessions of the Peace, District of Montreal, to answer a complaint laid by the Parity Committee that on Wednesday, February 8, 1961, it had committed an offence by delivering bread and other similar products in Montreal in violation of Art. V of the decree issued under Section 9 of the Collective Agreement Act.

Article V of the decree, as approved by Order in Council 1639 dated October 5, 1960, amending No. 85, provides:

V. *Hours of work, working days and non-working days*: The standard work week shall consist of five (5) working days and there shall be no delivery on Sundays and Wednesdays of each week, and all Sundays and Wednesdays are specified as non-working days.

However, in any week where a holiday occurs other than on a Wednesday, the Wednesday shall become a working day.

Section 9 of the Collective Agreement Act (as amended in 1960) in part provides:

Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement those specifying working days and non-working days or parts thereof, as well as the time when a working day shall begin and end for each category of employees.

The company applied to the Superior Court for a writ of prohibition challenging constitutional validity of the decree in question, as well as the validity of Section 9 of the Act as amended in 1960.

On April 4, 1962, the Superior Court dismissed the application for a writ of

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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prohibition and declared constitutional, legal, valid and binding the decree and Section 9 of the Act.

On appeal, the company did not attack the enabling provisions of the Collective Agreement Act, but contended that Part V of the decree was *ultra vires* of that statute. In particular, the company argued that the decree, in prohibiting deliveries on Sunday, was trespassing in the field of criminal law, reserved by S. 91 of the B.N.A. Act to the Parliament of Canada. In this respect, the company relied on the decision of the Supreme Court of Canada in *Henry Birks & Sons (Montreal) Ltd. v. Montreal and A. G. Que.* (L.G. 1956, p. 417), which set aside a Quebec statute purporting to authorize municipal councils of cities and towns to pass by-laws for the closing of stores on certain religious holidays, and the by-law of the City of Montreal passed under that statute.

Mr. Justice Hyde, in his reasons for judgment, distinguished the *Birks* case from the decree in question. He held that, in the *Birks* case, the Court found that the legislation was concerned with the observance of certain days as Holy Days and not simply as holidays, whereas, in the situation at bar, as was held by the trial judge, the disputed enactment deals essentially with the labour agreement, does not provide a penalty for a crime, provides for a matter within provincial competence, and is therefore *intra vires* of the Legislature of Quebec.

Further, Mr. Justice Hyde added that the true character and object of the decree is not Sunday observance but hours of labour and the organization of a five-day working week, which is a subject within the legislative competence of the province as determined by the Supreme Court of Canada in the reference *Re Treaty of Versailles, The Hours of Labour* (L.G. 1925, p. 671); nor is the decree objectionable in specifying in Art. VI nine named days as "holidays" for its purposes merely because two of the days have religious significance.

The Court ruled that the Judge of the Court of Sessions of the Peace did not exceed his jurisdiction in dealing with the complaint brought against the company, and that the Judge did not err in declaring valid the two orders in council sanctioning a decree issued in accordance with the Collective Agreement Act, and prescribing non-working days for the distribution of bread in a specified area. *Regina v. Court of Sessions of the Peace, Ex parte Richstone Bakeries Inc.*, (1963) 40 D.L.R. (2d) Part 2, p. 246.

British Columbia Supreme Court . . .

. . . rules that the picketing of trucks making deliveries to customers is illegal

On July 23, 1963, Mr. Justice Aikins of the Supreme Court of British Columbia, dismissing an application to vary the terms of an injunction to restrain picketing, ruled that the phrase "the employer's place of business, operations, or employment" in Section 3 of the B.C. Trade-unions Act does not include any place where an employer's driver stops his delivery truck to make a delivery to a customer. Therefore, such a place may not be lawfully picketed under this section.

The plaintiffs were wholesale and retail dealers in meat, with business premises situated at 1811 Cook Street, Victoria, B.C. As part of their business, they used trucks to make both wholesale and retail deliveries to customers.

On June 28, 1963, Mr. Justice Wootton granted an *ex parte* injunction restraining Local 212 of the Amalgamated Meat Cutters and Butcher Workmen of North America from unlawfully picketing the plaintiff's place of business.

On July 4, the same judge, on a motion to continue the injunction, granted an injunction restraining the union until the trial or until further order from, *inter alia*, unlawfully watching or besetting or picketing the premises of any of the customers or suppliers of the plaintiffs, persuading anyone not to deal or handle the products of the plaintiffs or do business with the plaintiffs, and interfering with the contractual relations of the plaintiffs with any other person or corporation, except at the plaintiffs' place of business, situated at 1811 Cook Street in Victoria.

Further, the union was restrained from molesting or threatening the employees or customers of the plaintiffs, interfering with such employees or customers entering or leaving the plaintiffs' premises, and from interfering with the employees, agents or servants of the plaintiffs while they were engaged in delivering the merchandise of the plaintiffs or while otherwise engaged in the course of their employment.

The union applied for variations of the injunction order and, in particular, asked to have added as a separate paragraph of the order, the following:

> Provided nothing herein shall prevent the defendants or any of them from lawfully watching or besetting or picketing the plaintiffs' place of business situate at 1811 Cook Street, Victoria, British Columbia, *and the plaintiffs' trucks used in the business or operation or service of the plaintiffs.*

The union's motion was dealt with by Mr. Justice Aikins of the British Columbia Supreme Court, who noted that the order made by Mr. Justice Wootton preserved the union's right to lawfully picket at the plaintiffs' place of business at 1811 Cook Street, Victoria. Consequently, the real substance of the union's application was to have the order varied so as to permit them to lawfully picket the plaintiffs' trucks used in the plaintiffs' business.

The union did not ask for permission to have mobile pickets in a vehicle which would move in close proximity of one of the plaintiffs' trucks as it proceeded from place to place on the plaintiffs' business, displaying signs or placards as the vehicle was in movement, but asked that the union should be allowed to picket wherever one of the plaintiffs" trucks stopped to make delivery and then only for so long as the truck stopped at the point of delivery and the driver or other workman was making a delivery of merchandise to a customer.

Apparently what the union proposed to do was follow a delivery truck belonging to the plaintiffs and, as soon as it stopped to make a delivery at a customers' place of business, either display a placard from the following vehicle, which would also come to a stop, or discharge picketers from the following vehicle with placards to picket the delivery vehicle so long as it remained stationary at the place of delivery and while the delivery was taking place.

Section 3 of the B.C. Trade-unions Act, relevant to the issue at bar, reads:

3(1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade union, members of which are on strike or locked out, and anyone authorized by the trade-union may, at the employer's place of business, operations, or employment, and without acts that are other wise unlawful, persuade or endeavour to persuade anyone not to

(a) enter the employer's place of business, operations, or employment; or

(b) deal in or handle the products of the employer; or

(c) do business with the employer.

(2) Except as provided in subsection (1), no trade union or other person shall persuade or endeavour to persuade anyone not to

(a) enter an employer's place of business, operations, or employment; or

(b) deal in or handle the products of any person; or

(c) do business with any person.

Under the provisions of Section 3(1) of the Act, where there is a legal strike (as was the case in the situation under review), a trade union may, at the employer's place of business, operations, or employment, without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to do business with the employer or deal in or handle his produce. In Mr. Justice Aikins' opinion, the act of persuasion or endeavouring to persuade must be at the employer's place of business, place of operations or place of employment. The words "operations" and "employment" used must be read as if the words "place of" immediately preceded each word.

Further, Mr. Justice Aikens held that, unless the place where a delivery truck stops on a street, lane or in a parking area to make a delivery becomes, for the time that the truck is stopped and the delivery is being made, a place of business or a place of operations or a place of employment of the employer who owns the truck, then, for the union at that place to persuade or attempt to persuade any person not to do business with the employer or deal in or handle his produce is unlawful under subsection (2) of Section 3 of the Trade-unions Act.

Consequently, the question to be decided by the Court was whether the place where a delivery truck stops to deliver an employer's merchandise to a customer is to be regarded as either the employer's place of business, or the employer's place of operations, or the employer's place of employment. If such a place falls within either one or other of the three categories, then the union may lawfully picket at such place for the purpose of persuading or endeavouring to persuade persons not to deal in or handle the produce of the employer, provided that the picketing is done without acts that are otherwise unlawful.

Counsel for the union argued that the Trade-unions Act of 1959, having the effect of limiting previously enjoyed rights of picketing, should not be construed restrictively, but rather be given the broadest reasonable interpretation so as to preserve rather than eliminate a right to picket, which it was asserted was enjoyed without question prior to the passage of the present Act.

The union found support for giving the particular words a broad or liberal interpretation in the following principle expressed by Mr. Justice Rand in *Aristocratic Restaurants (1947) Ltd. v. Williams and Morrison* (L.G. 1951, p. 1553):

The fact that two of the restaurants were not within the unit of employees for which the union was authorized to act does not affect the question; the owners' economic strength is derived from his total business; and it is against that that the influence of information is being exerted.

The union argued that the Act should be interpreted so as to permit picketing at any place where the employers did anything to further their business so that the union could bring pressure to bear on the total economic strength of the employers.

Mr. Justice Aikens held that the union's argument might be of assistance if the relevant words of the statute did not have an easily ascertained plain or ordinary meaning. The words used in the statue "the employer's place of business, operations, or employment" do not seem to be ambiguous, nor does it seem that giving them their ordinary meaning in relation to the issue at bar would result in any absurdity or manifest injustice that might be presumed to be outside the intent of the legislative assembly.

In Maxwell *On Interpretations of Statutes,* 11th ed., at p. 6, a reference was made to what is called the "cardinal rule" or the "golden rule" of interpretation. In this respect, Mr. Justice Aikens referred to the following words of Chief Justice Jervis in *Mattison v. Hart* (1854), 14 CB 357, 23 LJCP 108, which seemed to him to be particularly relevant to the situation at bar:

> We ought to apply to this case what has been called the golden rule of construction, namely, to give to an Act of parliament the plain, fair, literal meaning of its words, where we do not see from its scope that such meaning would be inconsistent, or would lead to manifest injustice.

Mr. Justice Aikens held that adopting the ordinary sense of the words "employer's place of business" or "employer's place of employment" does not mean any place at which an employer's delivery truck happened to stop momentarily to make delivery of merchandise to a customer. In his opinion, such a place cannot be held to be one of the employer's places of business or one of the employer's places of employment.

The union argued, however, that the plaintiffs' business is, in part, the delivery of meat to customers and that, therefore, the delivery of meat is an operation of the employer's business; that whenever a delivery takes place there is a business operation and that, therefore, the place where the delivery is consummated is one of the employer's places of operation for the length of time that the delivery is taking place.

Mr. Justice Aikens could not accept the contention that the particular place where a delivery truck stops on a street, lane, or parking area can be said to be one of the plaintiffs' places of operations. He added that the Act does not say "anywhere that the employer operates, or does anything forming part of the operation of his business." The words are "the employer's place of . . . operations." The word "place" implies something rather less transitory and fortuitous than the place on street, lane or parking area selected by a driver to stop his vehicle and make a delivery. The word "operations" is in the plural and implies more than a single delivery of goods.

Mr. Justice Aikens concluded that, adopting the ordinary meaning of the words used, the phrase "the employer's place of . . . operations" does not mean any place that an employer's driver stops a delivery truck to make a delivery to a customer.

The application to vary the terms of the injunctions was dismissed. *Williams et al v. Local 212, Amalgamated Meat Cutters and Butcher Workmen of North America et al,* (1963), 44 WWR, Part 8, p. 458.

British Columbia Supreme Court . . .

. . . rules arbitration board should hear evidence on honouring of picket lines

On June 19, 1963, the British Columbia Supreme Court ruled that, in arbitration proceedings under a collective agreement concerning dismissals of employees allegedly without reasonable cause, the Board of Adjustment should accept evidence regarding an alleged usage or custom that union members may properly refuse to cross a picket line set up in consequence of a lawful strike. The Court held that such evidence was relevant to the application of the collective agreement even when the agreement was silent on the question of picketing and also silent on the question of whether the employees have the right to refuse to cross lawful picket lines.

Further, the Court ruled that it was equally open to the employer to show that no such custom or usage existed, or, if such did in fact exist, it was not applicable in the particular circumstances of the case.

Then, it would be for the Adjustment Board to determine, in the light of all the evidence adduced on both sides, whether the employer had reasonable cause in dismissing employees who failed to carry out their duties under the collective agreement because of their refusal to cross a picket line, or whether the employees had, without violating the terms of their collective agreement, the right to honour picket lines where a lawful strike was in progress. *Re Canadian Air Line Pilots Association and Pacific Western Airlines Ltd., Ex parte Bray et al,* (1963) 40 D.L.R. (2d), Part 1, p. 125.

Recent Regulations under Provincial Legislation

Ontario issues comprehensive foundry safety rules. Manitoba establishes five classes of gas fitters' licences. Quebec extends Workmen's Compensation Act coverage. Newfoundland replaces its regulations for boilers and pressure vessels

In Ontario, comprehensive safety regulations for foundries set out detailed requirements with respect to working spaces and working conditions, sanitation, ventilation, heating and personal protective equipment.

New regulations under the Manitoba Gas and Oil Burner Act provide for five classes of gas fitters' licences.

In Newfoundland, revised regulations for boilers and pressure vessels provide for 12 types of operators' certificates.

In Quebec, the coverage of the Workmen's Compensation Act has been extended, bringing under the Act many small establishments previously excluded because of the small size of the regular work force.

Manitoba Gas and Oil Burner Act

Manitoba has issued new regulations governing the installation and alteration of gas-burning devices which, among other matters, make major changes with respect to the licensing of gas fitters and, for the first time, impose on gas suppliers important obligations designed to ensure the safe operation of such equipment. Issued under the Gas and Oil Burner Act as Man. Reg. 100/63, gazetted November 23, they came into force on January 1, repealing Part II of Man. Reg. 9/57 (L.G. 1957, p. 469).

Classes of Gas Fitters' Licences. The new regulations replace the previous gas fitter's licence with the following five classes of licences: commercial and industrial gas fitter's licence; domestic gas fitter's licence; liquid petroleum gas fitter's licence; utility gas fitter's licence; and special gas fitter's licence.

There are important differences in the scope of the work that each of these licences authorizes into holder to perform. A person with a commercial and industrial gas fitter's licence may install any gas equipment. The holder of a domestic gas fitter's licence may install any gas equipment where the input of a single installation does not exceed 400,000 British Thermal Units per hour, as may a person holding a utility gas fitter's licence in the course of employment with a gas utility; the latter also is specifically authorized to inspect, service or repair any gas equipment.

The holder of a liquid petroleum gas fitter's licence is restricted to installing gas equipment using liquid petroleum gas where the input to any single installation does not exceed 125,000 British Thermal Units per hour. A person holding a special gas fitter's licence may install, service and repair gas equipment manufactured by the firm specified on his licence.

Qualifications for Licences. There are three ways in which a person may qualify for a commercial and industrial gas fitter's licence. He may be issued such a licence if he has held continuously a gas fitter's licence, issued under the Act, during the two-year period immediately prior to January 1, 1964, and if, in addition, he satisfies the Board of Examiners that, within that period, he has had at least one year of experience in installing and servicing commercial and industrial gas-fired equipment with an input exceeding 400,000 British Thermal Units per hour, or equivalent experience.

Alternatively, an applicant must have at least four years of practical experience under the direct supervision of a person holding a commercial and industrial gas fitter's licence. Also acceptable is a plumber's or steamfitter's certificate and, in addition, two years of practical experience under the direct supervision of a person holding a commercial and industrial gas fitter's licence.

There are two ways in which a person may qualify for a domestic gas fitter's licence. He may do so if he has at least two years of practical experience as a steamfitter, or in related work acceptable to the Board, and has one year of practical experience under the direct supervision of a person holding a gas fitter's licence, and, in addition, has completed a study course acceptable to the Board. Alternatively, he must have held, for at least two years, a licence to install and service oil-burning equipment, and have had experience, acceptable to the Board, in connection with gas-burning equipment.

In order to qualify for a liquid petroleum gas fitter's licence, an applicant must have had at least one year of practical experience in a related trade acceptable to the Board. In addition, he must have completed a course relating to liquefied petroleum installation.

A utility gas fitter's licence may be issued to a person who has specialized knowledge, acceptable to the Board, of the installation, servicing and repair of a particular type of gas equipment.

A provision for recognizing licences of other jurisdictions authorizes the Minister of Labour, on the recommendation of the Board, to issue a licence to a person who holds one of a similar type issued by another licensing authority.

Issue and Control of Licences. A licence is valid for the period shown on it and must show the date of expiry. If a licensee does not renew his licence for three or more years, he may be required to pass a new examination before a new licence is issued to him.

There are several controls on licences, which are intended to ensure that gas fitters comply with the legislation and obey the orders of inspectors. If a gas fitter fails to do so, the chief inspector may suspend his licence for 30 days or recommend its cancellation by the Minister.

The licensee may appeal to the Minister the suspension of a licence or a recommendation for its cancellation. The Minister, at his absolute discretion, may confirm the suspension or cancel the licence, or vary the suspension or recommendation.

The chief inspector may recommend to the Minister the reinstatement of a licence, and the Minister is empowered to do so, when the cause of the suspension no longer exists.

The Minister may reinstate a licence that has been suspended for an unstated period or cancelled. A licence suspended for a definite period is automatically reinstated when the period of suspension expires.

Permits. No person may install, alter or make an addition to gas equipment unless he first submits to the chief inspector a written application for a permit, giving the location of the premises and of the gas equipment, and specified information concerning the equipment. Drawings and specifications, as required by the chief inspector, must also be submitted if the total input of gas equipment exceeds 400,000 British Thermal Units per hour.

The chief inspector may not issue a permit until he is satisfied that all matters in the application, and in drawings and specifications, are in accordance with the legislation.

CSA Standard B149-1962, Installation Code for Gas Burning Appliances and Equipment, is adopted as a minimum standard for the installation, alteration, or addition to gas equipment. The chief inspector, however, may require higher safety standards, if necessary.

Gas Suppliers' Responsibilities. Gas utilities are prohibited from supplying gas or connecting gas equipment until the gas fitter produces a permit for the installation and a utility gas fitter has made a complete inspection of it.

Similarly, no person may connect a liquid petroleum gas container to a new gas installation unless an application for a permit has been made. If the gas equipment is not approved, or if the hourly input of the gas equipment exceeds 60,000 British Thermal Units, the application must be approved by the chief inspector and a permit issued before the installation may be connected. In addition, a licensed gas fitter must first make a complete inspection of the installation and verify that it complies with the regulations and the code.

In the case of both the gas utility and the person supplying liquid petroleum gas, a written report must be made to the chief inspector within seven days from the time gas is made available, showing: location of the premises, licence number of the gas fitter who made the installation, and serial number of the permit. The report must also state whether the gas fitter's tag was attached to the gas equipment, whether all appliances carried the seal of approval, and if the installation complied with the regulations and the code.

In addition, the gas utility's report must show whether the installation was checked for leaks with a dial test on the meter, and the report of the liquid petroleum gas supplier must state the name of the person who inspected the installation.

Gas Fitter's Responsibilities. In order to identify the person making a gas installation and place upon him responsibility for the standard of his work, each gas fitter has a tag bearing a number assigned to him by the Department of Labour. When he completes an installation, he must affix one of these tags to it.

He must also post in a visible location his name, address, telephone number, and the manufacturer's instructions for the operation of the gas equipment that he has installed.

When the oil storage tank is removed on conversion of oil-fired equipment to gas firing, the gas fitter must remove the fill and vent pipes. Certain responsibilities are also imposed upon him with respect to safety valves on hot water or steam boilers that have been fired by another fuel and converted to gas.

Powers of Inspectors. The chief inspector is required to have inspections of gas equipment made. He may approve or reject equipment conditionally or unconditionally.

An inspector has authority to enter premises to inspect gas equipment during reasonable hours. If equipment is improperly installed or altered, he may order the owner of the building or premises not to use it until the installation or alteration conforms with the regulations.

The owner may appeal to the chief inspector against such an order. The chief inspector must give written notice to the installer and to the owner of the equipment—who are required to comply with it —specifying any defects and the time allowed for their correction.

Provision is made, however, for an appeal to the Minister from an order of the chief inspector. The Minister has absolute discretion to confirm or vary an order, and his decision is final.

Other Safety Matters. The regulations provide that no person may weld or make a welded connection to any gas equipment unless he holds a welder's certificate issued under the Steam and Pressure Plants Act, and each weld must be stamped by his number.

Running repairs to gas-burning equipment may be made by the holder of a Third Class Operating Engineer's certificate, or higher, in the plant where he is employed, but not elsewhere.

No person may alter approved gas equipment unless he first obtains the chief inspector's approval to do so.

N.B. Workmen's Compensation Act

In New Brunswick, the operation of taverns was brought under Part I of the Workmen's Compensation Act, the collective liability section, by O.C. 63-845, gazetted December 11.

Newfoundland Boiler and Pressure Vessel Act, 1959

New Boiler and Pressure Vessel Regulations, 1963, in Newfoundland provide for 12 types of certificates of competency for operators and allow specified types of pressure plants of smaller capacity, equipped with automatic controls and safety devices, to be operated under certain conditions by uncertified personnel. These regulations, gazetted December 3, are the first to be issued under the Boiler and Pressure Vessel Act, 1959, which was proclaimed in force on December 2, 1963. The Boiler and Pressure Vessel Regulations, 1950, are revoked.

The regulations, which are in four parts, set out requirements for plant registration and certification of operators, and lay down procedures for welding and the qualifications of welders.

Plant Registration. Pressure plants exceeding specified total horsepower ratings are governed by the legislation and must be registered. They are divided into seven classes as follows: stationary high-pressure heating plants; stationary low-pressure heating plants; stationary high-pressure heating and power plants; stationary refrigerating pressure plants; stationary compressed-gas pressure plants; stationary combined-pressure plants; and portable pressure plants.

The owner of a pressure plant, when applying for a plant registration certificate, must inform the Board of Examiners of the name and index number, class and year of issue of the certificate of competency held by each stationary engineer and every other operator engaged in the operation of the plant. He must also inform the Board of any subsequent changes in staff.

A certificate of plant registration must show the classification and total horsepower rating of the pressure plant concerned and the classes of personnel required to operate it.

Inspection. Most provisions relating to inspection are contained in the Act itself. The regulations, however, specify that all inspectors must be conversant with the CSA, ASME, and ASA codes applicable to the design, construction, maintenance, repair and inspection of all classifications of boilers, pressure vessels and pressure plants. The chief inspector or an assistant inspector must be a stationary engineer, first class, grade A or AB; an inspector must be a stationary engineer, second class, grade A or AB, or higher.

Certificates of Competency. The regulations provide for the following 12 types of certificates of competency, and specify the type of work the holder may do: stationary engineer, first class, grades A and AB; stationary engineer, second class, grades A and AB; stationary engineer, third class, grades A and AB; stationary engineer, fourth class, grades A and AB; fireman; compressor operator; and refrigeration operator, grades A and B.

The scope of responsibilities of the holder of a compressor operator's certificate or a refrigeration operator's certificate has been increased, eliminating the requirement to have an operating engineer in charge of plants of large capacities in these categories.

Board of Examiners. The regulations also contain directions for the Board of Examiners set up under the Act to appraise qualifications of candidates for certificates of competency and to appraise and deter-

mine the classification of pressure plants. The Board is required to meet at least four times a year on specified dates.

Operation of Automatic Plants. Special provisions now relax requirements for the supervision of certain automatically controlled pressure plants by certified personnel. Where specified types of pressure plants are equipped with automatic controls and safety devices, and production is normally curtailed at night, on Sundays and on holidays, the Board may allow an uncertified person to act as shift engineer or operator.

In such a case, however, a stationary engineer, fourth class, employed as chief engineer on a regular shift, would also assume responsibility for and supervision of the other shifts and be on call. Uncertified personnel would be repsonsible to him.

The types of plant to which the foregoing provisions apply are as follows: a stationary combined-pressure plant or a stationary high-pressure heating plant, not exceeding 50 horsepower; and a stationary low-pressure heating plant, a stationary refrigeration pressure plant or a stationary compressed-gas pressure plant, not exceeding 150 horsepower.

Adoption of Codes. The new Act authorizes the chief inspector, with the approval of the Minister of Labour, to adopt by reference, the ASA, CSA, or ASME codes, which will be enforced by inspectors. The chief inspector has now adopted two CSA codes, CSA B51-1960, Code for the Construction and Inspection of Boilers and Pressure Vessels, sixth edition, and CSA B52-1951, Mechanical Refrigeration Code, second edition.

Ontario Factory, Shop and Office Building Act

In Ontario, comprehensive new safety regulations for foundries, the first such regulations to be issued in the province, were gazetted as Ont. Reg. 332/63 on December 21 to go into force 10 days after publication.

The new regulations, which were issued under the Factory, Shop and Office Building Act, implement a recommendation of the Royal Commission on Industrial Safety. In its report the Commission stated that safety regulations for foundries had been prepared in 1955 but had never been promulgated, due principally to "certain objections relating to ventilation and sanitation raised by industry."

Inspectors of the Department of Labour, however, were said to be applying certain provisions without any defined authority to do so, and the Commission urged that the draft regulations be set out in a practicable form and implemented.

As recommended by the Commission, the regulations were rewritten and then reviewed by the Labour Safety Council, which received briefs from representatives of management and labour.

The regulations not only contain general safety rules for foundries, but also set out detailed requirements with respect to working spaces and working conditions, sanitation, ventilation, working temperatures and personal protective equipment.

Coverage. The new foundry regulations apply in premises where base metals or their alloys are cast in moulds or where dust-causing operations ancillary to the casting process are carried on. They do not, however, apply to places where steel ingots only are cast, or to metal refineries, nor do they cover die casting or the printing industry.

General Safety Rules. The regulations make it clear that, while the major responsibility for compliance rests with the employer, employees are obliged to use the personal protective equipment provided and to observe all applicable safety rules.

Any new foundry in which any part of the lowest floor level of any working space (this does not include offices, storage rooms, locker-rooms, etc.) is below the adjacent ground level, may not be put into operation without a written authorization from the chief inspector. Any existing foundry in which a similar condition prevails may not continue operating without the approval of the chief inspector.

No new foundry or addition to any existing foundry may be put into operation unless the ceiling height above the floor of every working space is at least 16 feet.

No parting material (a fine sand or other powdery substance used to prevent adhesion to the surfaces of the parts of a mould) may contain more than 2 per cent free silica unless approved in writing by the chief inspector.

All buildings, equipment and machinery must be maintained in safe working condition and must be regularly inspected by the employer or person designated by him to ensure the safety of persons in the foundry.

It is the employer's responsibility to see that certain precautions are taken with a cupola (the furnace used for melting iron or other metal in large quantities).

The bottom of every cupola must be supported by one or more adequate metal props with metal bases and wedges supported on concrete or other solid footing. The employer must provide shields or solid screens to protect employees at the slag-holes, spouts and tap holes of every cupola

or furnace. Every cupola with a closed top must have doors on the top of the cupola hinged to act as explosion vents to the outdoors.

When work is performed in a cupola or similar place, the employer must ensure that an approved overhead protective wooden or metal cover or screen supported by props or overhead slings is provided to protect persons from falling objects.

It is also his duty to see that every cupola is equipped with a blast gate or automatic damper in the air supply pipe to the cupola, or with other positive means of preventing the accumulation of combustible gases in the air supply system when the air supply fails.

To prevent explosions, the employer must ensure that a continuous open flame or other positive means of ignition is maintained above the charging level of the cupola while it is in operation and until all combustible material is consumed.

It is also the employer's duty to see that every wheel moving on tracks at floor level is shielded so as to prevent injury to the feet of employees. Every skylight must be fitted with wired or shatter-proof glass or non-shatterable translucent material, or with protective wire netting attached to its underside.

Where metal castings or scrap are broken by means of a dropping device, a permanent shield of wood planking two inches thick, or equivalent protection, adequately supported, must be provided by the employer to protect persons from flying metal fragments.

Every tumbling mill is to be equipped with a positive locking device to prevent any movement of the mill when being loaded or unloaded. The regulations further provide that the employer must ensure that every moving part of the mill is either fully enclosed or guarded to a height of six feet or more above the adjacent walking surface.

Some responsibility for compliance is also placed on employees. The regulations expressly state that foundry employees are equally responsibile with the employer for seeing that the six following general safety rules are observed:

—The employer and the employees are responsible for ensuring that the legs and supports of every cupola are protected from damage by molten metal.

—It is their duty to see that any coke, slag and unmelted metal resulting from the dropping of the cupola bottoms is removed by a mechanical rake or other mechanical means as soon as practicable after the cupola is emptied.

—Before the bottom of a cupola is dropped, a visual and audible signal must be given for at least three minutes, after which the prop or props must be removed by a winch or similar device operated from outside a wall or shield at the cupola or from another safe location.

—No material containing ice or moisture may be charged into any furnace containing molten metal except a cupola.

No completely enclosed vessel may knowingly be charged into any furnace without first being broken open.

—Finally, the employer and employees must ensure that sufficient care is taken of chains, slings, wire-ropes and other hoisting equipment to ensure the safety of persons, having regard to the temperatures to which such equipment is exposed and the uses to which it may be put.

General floor conditions. The floor and any water system immediately surrounding any melting unit are to be constructed so as to prevent any accumulation of moisture under or near the melting unit.

All moulding floors, gangways (defined passageways between a metal-melting unit and a metal-pouring area), passageways and aisles must have a firm surface without holes or depressions and without slopes having a gradient of more than one in sixteen.

All permanent gangways are to be clearly marked and gangways not used for carrying molten metal are to be at least three feet wide. The regulations also prescribe the minimum width of gangways used for carrying molten metal, taking into consideration the type of container, the number of workers conveying the metal, and the direction of the traffic.

In addition, they stipulate that, where any ladle is carried by an overhead crane, adequate warning must be given before it is moved, and all employees must immediately leave the area over which the ladle is to be transported.

If molten metal is handled on a gallery or other area having any working space below it, the gallery or area must have a solid floor that will prevent molten metal from leaking or burning through it. A gallery must also have a solid barrier at least three and one-half feet high on all exposed sides to prevent metal spillage.

The regulations specify the minimum width of pouring aisles, the width varying according to the type of ladle used.

Any pit more than 24 inches deep must have its inside walls reinforced with brick, concrete, steel plate or other non-combustible material that will not cave in.

When in use, every pit is to be securely protected with railings or chains secured to stanchions, or with a solid wall, the top of which must be at least three and one-half feet above the surrounding floor. Similar precautions must be taken when a pit is not in use or, alternatively, the pit may be covered with substantial material.

Housekeeping provisions. All equipment and material must be kept so that they will not interfere with free movement of persons or materials, and will not constitute a safety, health, fire or explosion hazard.

Any waste material is to be removed from the working space of a foundry at least once a day. Any sand that is of no further use must be removed at a time and in a manner so as not to create a hazard to employees.

Pouring aisles, cleaning-room floors or other areas where dust is likely to accumulate, and the surface of any sand pile, must be kept sufficiently damp at all times to prevent the dissemination of dust into the general air of the foundry. They must not, however, be dampened to such an extent that molten metal in contact with the dampened sand or water is a hazard to persons in the vicinity.

All gangways and pouring aisles must be kept clear of obstructions at all times.

Any accumulation of dust is to be removed from equipment, material, and the interior of the foundry, in such a way as not to create a hazard to employees.

Melting units and ladles. In every foundry, a clear space, adequate for safe operating and maintenance purposes, must be provided between the outer shell of any melting unit and any wall, structure, equipment or any operation. The firing portion and fuel supply controls of each melting unit must be accessible from an aisle or be in a location remote from the unit.

If a melting unit is installed after the regulations come into force, any passageway or aisle adjacent to the unit must be at least four feet wide. The dimensions of the working space at any newly installed melting unit are also prescribed.

Every ladle is to be dried before use and located in a place which is so ventilated that no smoke or gas will enter the working space.

Guards or other protective devices are prescribed for various types of ladles.

Ventilation. The provisions dealing with ventilation, which are very detailed, are designed to prevent silicosis. The regulations set out standards for general ventilation equipment and very detailed requirements for local exhaust systems. These last are intended to provide for the collection and disposal of process-created harmful dusts or substances at their source of production.

Every foundry must be ventilated by a local exhaust system or by a general ventilation system or both (see also "General Ventilation," below), but whatever the method used, the system must be designed, fabricated, installed and maintained so as to remove, as far as practicable, every impurity in the air produced by the operations that might endanger the health or safety of persons in the foundry.

Every ventilation system must discharge the air to the outside so that it does not reenter the building.

It is the employer's responsibility to ensure that adequate provision is made for the entry of air into the foundry to replace the air discharged from the building. He must see that this air is heated when necessary to maintain in each working area at least the minimum temperature required by the legislation. This air must not be taken from a region contaminated with silica or other noxious dust or substance, and must enter the foundry in such a manner as not to create a dusty condition in the atmosphere of the foundry.

This air must enter the working space through air inlets of sufficient number and area and so arranged, located and equipped, as to give a reasonably uniform air flow across the working space without subjecting workers to air velocities exceeding 200 feet per minute. The velocity of the incoming air, may exceed this limit if an inspector thinks it is adequately controlled so as not to affect the health or comfort of an employee.

General Ventilation. As has been indicated, a general ventilation system is permitted in a foundry provided it is used to supplement but not to replace any prescribed local exhaust ventilation.

Subject to certain exceptions, every foundry in which iron, steel or aluminum is cast into sand moulds or moulds using sand cores, must be provided with general ventilation equipment that will ventilate the foundry with a volume of at least 2,500 cubic feet of air per minute for each ton of the maximum number of tons of metal poured in an eight-hour period, and 500 cubic feet per minute of air for each person employed during that period in the working space of the foundry.

In a foundry where brass, bronze or magnesium is cast, the general ventilation equipment must ventilate at a rate of at least 5,000 cubic feet of air per minute for each ton and 1,000 cubic feet per minute for each person.

Additional requirements are set out for a foundry of the type described above that was operating when the regulations came into force and which has a ceiling height of less than 16 feet above the working space.

A foundry in which any other metal but iron, steel, aluminum, brass, bronze or magnesium is cast, or where any mould or core other than sand is used, must be ventilated at a rate satisfactory to the chief inspector.

Moulding material that adheres to any casting may not be removed by the use of compressed air or by other means whereby dust particles may be disseminated into the air of the working space and are not controlled by local exhaust ventilation.

Every exhaust or dust collection system, stack or outlet used for the discharge of contaminated air, is to be so located, designed and constructed as to prevent the entry or return of contaminated air into any building. If, however, dust or fumes of lead, cadmium or other toxic material, are exhausted from a foundry, an inspector may require that equipment be installed to remove the toxic material from the air that is being exhausted.

With certain exceptions, no part of any dust-collecting system, local exhaust or air-cleaning system within any building, except an air-tight discharge duct from a dust collector to the exterior of the building, may be under positive pressure.

Every collector that collects aluminum or magnesuim dust (except one that uses water) must be located outside the foundry or any other building unless located in a room that meets the following requirements:

1. It is used solely for the housing of dust-collecting equipment.
2. It is separated from the rest of the foundry by a dust-tight partition so constructed that it is fire resistive for at least one hour.
3. It is constructed to provide adequate explosion relief to the outdoors.

The velocity of air in the ducts of every dust collection system must be at least 3,500 feet per minute, except where the air is leaving the dust collector.

While any process producing any noxious dust, fume, gas, smoke, vapour or heat is in progress, the exhaust system must be operated continuously.

The chief inspector has discretionary power to order modifications in any foundry ventilation system after it has been installed. If, upon being tested by a competent person, the atmosphere in any part of a foundry is found to contain dangerous amounts of dusts, gases or fumes, or to be unsatisfactory to the chief inspector in some other respect, the employer must make such changes as the chief inspector directs.

Local Exhaust Ventilation. Where any machine or process is operated so as to form a localized source of dust, fume, gas, smoke or mist, a local exhaust must be provided, where practicable, so that the noxious material does not enter the general atmosphere of the building.

The rate of local exhaust of every power shake-out must conform with the regulations. Other provisions specify how flat-deck or cylindrical screens and bucket elevators are to be enclosed and exhausted.

Every conveyor belt must be provided with exhaust hoods, which must be ventilated in the manner prescribed. The regulations also set out ventilation requirements for sand mullers and sand storage bins, and for various types of tumbling mills.

Special requirements are laid down for places where dry, abrasive blasting is carried on, the standards to be observed depending on where the operation is performed. Any abrasive equipment not using compressed air must be enclosed with solid material and exhausted in the manner prescribed.

Other provisions prescribe the type of ventilation to be provided at every core and annealing oven, at places where annealing boxes are filled or dumped, and for shell-moulding and shell core machines.

Every power-driven hand tool for cleaning castings must have an adequate local exhaust system attached and may be used only in a booth or on a downdraft table or grille. Other precautions to be observed depend on where such tools are used.

Where practicable, a local exhaust system must be provided for any inoculation process or any process where magnesium is mixed with any other metal.

No stationary grinding wheel, abrasive cutting-off wheel or buffing or polishing wheel may be used unless it is enclosed and locally exhausted in accordance with the regulations. The enclosure for a stationary grinding wheel or abrasive cutting-off wheel must be of sufficient strength and so located as to prevent injury to any person in the immediate vicinity of the wheel.

Every grinding or polishing belt must be enclosed, except at the working area, and be locally exhausted in the manner prescribed so that the air movement is in the direction of belt travel at the working area.

Every swing grinder is to be provided with mechanical ventilation by means of an exhaust hood or an exhaust booth approved by an inspector.

Upon the direction of an inspector, an adequate system of local exhaust ventilation must be provided wherever brass or other metal with noxious fumes is poured, or when any metal is poured into shell moulds.

Every melting unit is to be provided with ventilation to remove from the working

space all dusts, fumes, etc., produced by the melting of the metal and the combustion of the fuel.

Where brass or other metals with noxious fumes are melted, an enclosure, canopy hood, or other means for the collection of fumes or other substances produced in the melting process is to be provided as directed by an inspector.

Additional precautions must be taken when lead, cadmium or alloys containing beryllium or other metals of similar or greater toxicity are melted. In such cases, the furnace must be as completely enclosed as is practicable and the tapping spout must be locally exhausted.

Heating. An inspector is empowered to require in writing a minimum temperature of 50 degrees Fahrenheit to be maintained in any working space in a foundry. If, however, the foundry is heated by means of the heat generated from any process, the temperature for one hour at the beginning of the main operating shift may be less than 50 deg. F. Every washroom, locker room, change room or shower room in a foundry is to be kept at a temperature of at least 70 deg. F.

Any product of combustion from any heating unit for a foundry building must be directly vented to the outside atmosphere unless the chief inspector or a departmental engineer has approved a different arrangement.

The regulations further provide that the flow of air from any unit heater or positive-pressure hot-air system that heats a foundry must be so directed as not to increase the concentration of dust in the breathing zone of any worker nor to re-circulate dust-laden air in the working space.

Heat shields, heat-absorbent or heat-reflecting panels, cooling coils, air cooling or other means must be used to eliminate or reduce the effects of radiant heat upon persons.

Approval of Plans and Changes. New air-handling or air replacement systems, local or general exhaust systems, or air-heating systems, must be installed in accordance with drawings and specifications previously approved by an engineer of the Department. The same rule applies to alterations of existing systems, except in the case of minor repairs or adjustments.

Any type or arrangement of equipment, method of operation or building construction that does not strictly comply with regulations, but which provides equivalent protection, may be used with the written approval of the chief inspector.

Where, under special circumstances, strict compliance with the provisions is not adequate for the protection of employees, the chief inspector may order such modifications as he considers necessary.

Sanitation. In every foundry there must be a shower room with at least one shower bath supplied with hot and cold water for every 10 employees engaged on any shift. Adjacent to the shower room or wash room, the employer is to provide one or more locker rooms equipped with lockers or other suitable facilities in which employees may keep their clothes. Adequate drying facilities are also to be provided for drying work clothing.

If, after the regulations come into force, a locker room, change room, washroom or shower room is established in a building separated from the foundry, the building must be connected to the foundry by an enclosed heated passageway. This passageway is to be maintained at a temperature not less than the minimum temperature required for the working spaces of the foundry.

The walls and ceiling of any such locker room, change room, washroom or shower room must be finished in a light colour; the floor must have a smooth, waterproof surface, and the room must be maintained by the employer in a clean and sanitary condition.

Personal Protective Equipment. It is mandatory for an employer to provide personal protective clothing or equipment for employees engaged in specified types of work and to make sure that they use it. He must also see that an employee is informed of the requirements before allowing him to engage in work where protective clothing or equipment is required.

The employer must provide every employee whose eyes are exposed to injury from dust, flying chips or molten metal with a protective device or equipment designed to prevent injuries to the eyes.

An employee who handles molten metal must be furnished with leggings or with more adequate protective clothing if required in writing by an inspector.

Especially designed stationary or movable guards, goggles or eye shields are to be provided by the employer for any employee who is subject to direct or reflected arcs or radiation from electric-arc furnaces, welding operations or similar sources of harmful radiation.

If employees are engaged in occasional or infrequent operations that produce noxious dusts, gases, vapours or fumes, and if an inspector is satisfied that the operations do not lend themselves to the installation

of permanent mechanical ventilation equipment, the employer is obliged to provide them with proper respiratory equipment.

The employer must also ensure that a person who normally works between a source of dust or fumes and the inlet of the local exhaust system wears at all times a suitable air-supplied breathing apparatus.

Some protective clothing must be provided by the employees themselves. Foundry employees who handle molten metal are required to wear gaiter-type boots designed to prevent injury from molten metal. Persons who handle heavy objects must wear boots or shoes with protective toe boxes or steel toes.

Ontario Power Commission

A new Ontario Electrical Code, applicable to all electrical equipment and electrical installations, has been approved by Ontario Regulation 304/63, issued under the Power Commission Act. Gazetted on November 23, it revokes R.R.O. 1960, Regulation 490, as amended by O. Reg. 200/62.

The term "electrical equipment" includes all equipment for the generation, transmission, distribution, supply or utilization of electric power or energy. "Electrical installation" includes the installation, maintenance, alteration, extension and repair of wiring and its connection with any electrical equipment or other part of the wiring system.

Quebec Workmen's Compensation Act

In Quebec, all regulations excluding from the coverage of the Workmen's Compensation Act industries in which not more than a stated number of workmen are usually employed, were repealed by Regulation 27, which was approved by O.C. 2160 gazetted on December 14 and in force on January 1, 1964.

The following industries, which were previously excluded if fewer than four workmen were regularly employed in the establishment, are now covered regardless of the size of the work force:

Repair shops, which are not garages; blacksmiths or joiners' shops; upholstering; framing; the maintaining and operating of waterworks systems; the manufacture of rubber stamps, writing pads and patterns; butchering; the cutting and storage of natural ice and the trade, transportation or delivery of natural or artificial ice; the coal and wood business, timber trade and the building materials business; planing mills and door and sash factories; and carpentry, joinery or cabinet-making work in a work shop.

Further, general transportation of any kind (except as provided for in Chapter I, par. i), including scavenging, street cleaning and removal of snow or ice; bricklaying, masonry or stone setting; plastering, concrete or cement work in connection with buildings; excavation work connected with buildings; structural carpentry; lathing; installation of pipe organs; house wrecking or house moving; painting, decorating or renovating; glazing or installation of plate glass; sheetmetal work; roofing; the erection of lightning rods; electric wiring of buildings or installation of lighting fixtures; plumbing, heating or sanitary engineering; and gas or steam fitting.

Industries previously included only if six or more workers were regularly employed in an establishment are now covered regardless of the number of persons employed. These are:

The cutting or sawing of firewood; the manufacture of cheese and butter and the operation of a creamery or dairy; the construction and exploiting of telephone lines and works connected thereto; laundries operated by motive power, cleaning, dyeing and laundering establishments; quarrying of and prospecting for stones and metals; the manufacture of artificial plumes and flowers; confectionaries; bakeries; the cutting, felling, piling, transportation of logs, wood, or wood bark and the peeling of logs by hand; window-cleaning; the fishing industry; the sale, service or repair of motor vehicles; public or storage garages; the sale, storage, distribution and handling of gasoline, fuel oil, propane gas, the operation of pipe lines and similar undertakings; and the manufacturing of artificial limbs.

All sawmills are now covered regardless of size, whereas previously those with fewer than seven employees were excluded.

Coverage has also been extended to the following other industries previously excluded if fewer than seven persons were usually employed: milling; the manufacture of cereals or cattle foods; warehousing or handling of grain or operation of grain elevators, threshing machines, clover mills or ensilage cutters.

The repeal of these numerical exclusions means that many small establishments where dangerous operations are performed are now subject to the collective liability provisions of the Act. Previously, such places were covered only on the application of the employer, and unless he applied for coverage, an employee was not entitled to benefits.

Saskatchewan Radiological Health Act

In Saskatchewan, the Radiological Health Act, 1961, was brought into force on December 15, 1963, by a proclamation gazetted on December 13.

This Act provides for the registration of radiation installations and radiation equipment; prohibits the establishment of a radiation installation for industrial purposes without departmental approval of plans; and requires persons in control of the possession and use of radiation equipment to be qualified in accordance with the legislation.

(*Continued on page 180*)

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for unemployment insurance benefit at end of November down 20 per cent from the number a year earlier

Claimants for unemployment insurance benefit numbered 303,400 on November 29. This number was 40 per cent larger than the total of 218,900 on October 31 but 20 per cent smaller than the figure of 374,200 on November 30, 1962.

Between 85 and 90 per cent of the increase from October to November 1963 was made up of males, who comprised 72 per cent of the November 29 total compared with 66 per cent on October 31 and 74 per cent on November 30, 1962.

Persons who began to claim benefit during the month made up 60 per cent of the November 29 total and 66 per cent of them were males. Those who became claimants during the month made up 52 per cent of the October 31 total, of whom 57 per cent were males.

Most of the claimants on November 29 had been on claim from one to four weeks; 21 per cent of the males and 30 per cent of the females had been on claim five to thirteen weeks; 8 per cent of the males and 16 per cent of the female claimants, 14 to 26 weeks.

Initial and Renewal Claims

Intial and renewal claims filed during November numbered 189,400, an increase of 63,200, or 50 per cent, compared with the October total. Compared with the total of 243,600 in November 1962, however, it was a reduction of between 20 and 25 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in November was estimated to be 161,200, compared with 148,800 in October and 189,000 in November 1962.

Payments during the month totalled $15,500,000, which was 10 per cent more than the October total of $14,000,000 but 20 per cent less than the figure of $18,900,000 in November 1962.

The average weekly payment was $23.98 in November, $23.51 in October and $23.85 in November 1962.

Insurance Registrations

On November 30, insurance books or contribution cards had been issued to 4,926,889 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 336,871, a decrease of 1,214 since October 30.

Enforcement Statistics

During November, 11,879 investigations were conducted by enforcement officers across Canada. Of these, 7,515 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 381 were miscellaneous investigations. The remaining 3,983 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 302 cases, 121 against employers and 181 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,658.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled $30,336,617.41, compared with $30,963,087.46 in October and $29,588,260.44 in November 1962.

Benefits paid in November totalled $15,467,325.53, compared with $13,989,451.92 in October and $18,933,672.63 in November 1962.

The balance of the Fund on November 30 was $56,134,336.10; on October 31 it was $41,265,044.22, and on November 30, 1962, it was $100,583,175.19.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report of Placement Operations of the NES

Placements by National Employment Service local offices during December numbered 104,900, of which 65,900 were placements of men and 39,000 placements of women. This represented an increase of 7.9 per cent from December 1962, accounted for by a rise of 14.6 per cent in placements of men and a decline of 1.7 per cent in placements of women.

For the year 1963, placements totalled 1,178,100. This marked the third consecutive year in which well over a million persons were placed in employment by the NES. Of the total, male placements numbered 790,400 and female placements, 387,700, or 67.1 per cent and 32.9 per cent respectively.

Placements involving the movement of workers from one area to another comprised 2.6 per cent of December's placements, fractionally less than the 2.7 per cent in December 1962. Transfers during the whole of 1963 accounted for 5.3 per cent of all placements. This proportion was slightly lower than 1962 but higher than any other year since 1946.

Regionally, placements during December and the year were as follows:

	December 1963	*1963*
Atlantic	8,400	84,100
Quebec	32,500	341,500
Ontario	33,600	407,800
Prairie	18,600	202,900
Pacific	11,800	141,900

Vacancies notified to NES offices during December numbered 106,900, a rise of 8.3 per cent over the number during the same month last year. As with placements, the increase was confined to vacancies for men, which at 67,700 were 16.3 per cent higher than in December 1962. Vacancies for women, numbering 39,200, decreased by 3.1 per cent.

The cumulative total of vacancies notified in 1963 was 1,446,000, comprising 938,100 (64.9 per cent) male vacancies and 507,900 (35.1 per cent) female vacancies.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2270, Nov. 8, 1963

Summary of the Main Facts: The claimant, single, 21 years of age, who lived in a village in Nova Scotia about 25 miles from the nearest town, filed a postal application for unemployment insurance benefit dated January 22, 1963 and was registered for employment as a waitress. A benefit period was established effective January 6, 1963.

According to the application, she had worked as a waitress at a service station restaurant in her village from May 28, 1962, to January 5, 1963, when she was laid off temporarily. Her rate of pay was $20.00 a week, plus.

In the Confirmation of Separation (Form UIC 479) the employer wrote: "Business Discontinued."

In a letter dated March 19, 1963, the local office of the Commission notified the claimant of an offer of continuing employment as a waitress in the nearest town at a starting wage of $18 a week plus meals, which was in accordance with the prevailing rate of pay in the district for that type of work. The hours of work were eight a day and 48 a week, shift work. The restaurant was reported to be a distance of approximately 20 miles from her home and she would have had to arrange for her transportation. The local office commented that the claimant's Postal Application for Employment stated that she would accept waitress work in that town.

The claimant wrote to the local office on March 20 that the offered employment was "not suitable for me as it is 25 miles from my home and I have no way of transportation to work there whatsoever." She explained that she had had a job that was seasonable and handy to her home, and that she would be returning to work in May. "I have to be home at night to stay with my mother as my father has got a bad heart condition and she can't stay alone at night," she added.

By letter dated March 25, the local office asked the claimant to state the employment opportunities in or near her village that would enable her to be home each night, and what efforts she had made to secure employment since January 6. In her reply, dated March 27, she wrote that:

> The employment opportunities which enable me to be home each night is that I work day shift at the [service station] restaurant here from 11.00 a.m. to 7.00 p.m. and it is approximately a two-minute walk from my home.

I have made no efforts to secure employment as a waitress elsewhere because my job at the restaurant here is seasonable, . . . and there is no other restaurant in [the village] where I can secure work during the winter months as a waitress to enable me to be home each night . . .

The insurance officer disqualified the claimant and suspended benefit from March 17 to April 27, 1963 inclusive, on the ground that, after having become aware of a situation in suitable employment, she without good cause, refused to carry out written instructions for such situation when it was offered to her (Section 59(1)(a) of the Act).

The claimant's prospective employer wrote on March 31 that the claimant had been working at his restaurant under the previous owner for two years and that he expected to hire her in May, "as her job is seasonal here."

The claimant appealed to a board of referees in a letter dated April 2. She wrote:

I think I shouldn't have been disqualified on account of my job being seasonable here and I will be going back to work in May, and the two jobs as waitress in S— and A— are not suitable for me, as [one] is about 20 miles and the [other] about 27 miles from my home and I have no convenient transportation to work to either one . . . Furthermore, the only transportation of convenience to the two jobs would be by taxi, costing between $5.00 to $7.00 one way. Making $18.00 per week as waitress, I really couldn't make any money at these two jobs. . .

A board of referees heard the case in New Glasgow on April 30, 1963. The claimant was neither present nor represented at the hearing. The unanimous decision of the board is as follows:

The Board finds that the claimant lives in an area in a small country district where employment opportunities are virtually non-existent and refused employment in the closest industrial centre where employment was available because of lack of transportation facilities. The Board has also taken into consideration that the claimant is single and 21 and if desirous of work should have obtained living accommodations near the proposed job opportunity, and does not consider lack of transportation facilities from her home just cause for refusing to apply for a situation in suitable employment.

The appeal is disallowed. . .

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire. After retelling the story of her previous employment and layoff, her expectation of being re-employed, her rejection of the job offer and her subsequent disqualification, she said she had looked for a boarding house near the offered job and had spoken with "some of the girls that work at the said restaurant." They told her, she said, that the nearest boarding house was from 3½ to 4 miles away.

This would be quite a walk for me; also, if I had to work (which likely I would have) a 4 p.m. to 12 midnight shift and . . . a rain, snow or any other kind of a storm should arise, would anyone say that I should be expected to walk that distance?

" . . . checking on board prices, would cost me about $2.50 to $3.00 per day and for six days a week would be about $18.00, and only offer $18.00 per week; I would be wasting my time working for nothing, therefore I didn't accept the [two] waitress jobs . . . therefore I feel that I should be given my insurance benefits and not have been disqualified . . .

Leave to appeal to the Umpire was granted by the chairman of the board of referees on the ground of whether or not the claimant could refuse to accept a situation in suitable employment during a three- or four-month seasonal layoff in her regular employment.

On September 9, the claimant's representative addressed the following letter to the Chief of the Adjudication Division of the Unemployment Insurance Commission at Ottawa:

In a recent letter to [claimant], you stated your willingness to have statements of observations bearing on [her]case considered. Although I do not know [her] personally, I am very familiar with the circumstances on which she bases her appeal.

Her home is at L—, a village about twenty-five miles from the town of A—. When she became seasonally unemployed at L—, she applied at your New Glasgow office, and after a time was offered a job at [a drive-in] restaurant. This particular restaurant is not in the town of A—, but rather, is on the highway about three and one-half or four miles from A—.

The wages offered by the restaurant are such that any person taking employment there could anticipate a regular loss in the season when business (and therefore tips) is scarce, unless that person lived in his or her own home in A— or between A— and the restaurant. In other words, it seems very doubtful to me that any person who had to pay board, room rent, and transportation could "make ends meet" at the wages offered during the slow seasons. I do not wish to suggest that the wages are too low—the restaurant, presumably, can find persons so situated that they can afford to accept the employment. What I am suggesting [is] that the offer of employment would be considerable only to a person specially situated . . .

Considerations and Conclusions: The claimant, in effect, said in her appeal to the Umpire that she had been informed that no living accommodation was to be found near the prospective place of employment and that the nearest boarding house was in A—, a distance of "from 3½ to 4 miles away" which, in the absence of any means of transportation, she would have had to walk, sometimes after midnight, as the job called for shift work.

I consider that, under those circumstances and in the absence of any evidence to show that daily transportation between A— and S— or nearer living accommodation could have been found, the claimant has proved, as required by section 59(1) of the Act, that she had "good cause" for failing to carry out the written instructions which were sent to her on March 29, 1963.

I consequently decide to allow the claimant's appeal.

Decision CUB 2271, Nov. 8, 1963

(*Translation*)

The claimant filed an initial application for benefit on March 13, 1963. She had been employed as a day labourer by The Dominion — Co., W—, Que., from October 22, 1962, to February 26, 1963. She made the following statement:

I have been dismissed for lack of work. I am available for and capable of work only at The Dominion Co. I will not work at any other place. I was told it was only a temporary layoff. I will be called as soon as work is resumed.

The insurance officer disqualified the claimant and suspended benefit from March 10, 1963, on the ground that, in his opinion, the claimant had not established that she was available for work, as required by section 54(2)(a) of the Act, since she was restricting her availability to one employer only.

On April 3, 1963, the claimant signed the following statement:

I, —, do declare that I was not laid off permanently, but only for a limited period of time. I am not interested in working elsewhere.

I have undergone a heart operation in the past and I can perform only certain type of work, that is why I wish to stay with my former employer.

On April 26, the claimant appealed to a board of referees. Her appeal reads:

I have never refused to work in W—; . . . I am returning to work on Monday, but there seems to be some misunderstanding about the work; I wanted to work in W— and not in V— nor in any other place. I am returning to work on April 29, 1963.

The claimant did not appear herself nor was she represented when her case was heard by the board of referees in Drummondville on May 23. The unanimous decision of the board reads in part as follows:

Each case of this nature must obviously be decided on its merits and in the present circumstances one must presume that no employer would have engaged the claimant knowing that she was to return to the Dominion Co. on April 29, 1963. Moreover, no position, not even a temporary one, was offered to the claimant.

Under the circumstances, the board of referees has given the claimant the benefit of the doubt without a dissenting voice, and decided to entertain her appeal and set aside the decision of the insurance officer.

On July 15 the insurance officer appealed to the Umpire and, on August 23, submitted the following reasons:

. . . We submit that the board of referees has erred in deciding that the claimant had established her availability for work as of March 13, 1963. The claimant has stated in non-equivocal terms on March 13, March 26 and April 3, 1963, that she was not available for work until she had returned to her former employer where no vacancies were reported at the time. Her late contradictory statement, made on April 26, 1963, does not carry much weight against her former statements and did not impress the board of referees.

A claimant who declares that he is not available for work during a period of temporary layoff certainly does not establish that he is available for work as required to do by the Act (CUBs 1956, 1969 and 2054). During a temporary lay-off, a claimant may prove his availability for work, only if he is willing to accept a short-term assignment pending his return to his regular work (CUB 2165).

We feel the decision of the board of referees must be reversed and the appeal of the insurance officer maintained.

Considerations and Conclusions: According to the established jurisprudence, a claimant who is unemployed for a short period of time is not relieved from proving his availability for work in accordance with section 54(2)(a) of the Act.

The statements made by the claimant are clearly to the effect that she was willing to accept work only with her regular employer and that the latter had none to offer during the period in question.

Therefore, and for the same reasons as those stated by the insurance officer in his appeal, I decided to reverse the decision of the board of referees.

I consequently decided to allow the insurance officer's appeal.

Wage Schedules Prepared and Contracts Awarded in December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 223 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 137 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 121 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	110	$576,487.00
Post Office	6	368,466.50
Royal Canadian Mounted Police	2	8,361.75
Transport	1	7,425.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in December

During December the sum of $3,748.61 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in December

DEPARTMENT OF AGRICULTURE

Near Outlook Sask: Cathodic Protection Service Ltd, construction of cathodic protection for tunnels, stage 1 (contract 39), South Saskatchewan River Project.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Belgo Construction Reg'd, replacement of stair hall windows, Le Domaine Apartment Project; Nazalpino Construction Ltd, repairs to wooden windows, Villeray Terrasse.

In addition, this Corporation awarded nine contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Eskasoni Indian Agency N S: Stephens Construction Ltd, construction of school & recreation room addition to Eskasoni IDS, Eskasoni IR. *Pointe Bleue Indian Agency Que:* Andre Cloutier Ltd, installation of ventilating fans, Pointe Bleue IRS. *Clandeboye Indian Agency Man:* Sasaki & Associates Ltd, installation of dishwashing facilities, Assiniboine IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Universal Electric, Division of Univex Electrical, Construction & Engineering Ltd, installation of acrodrome lighting facilities, RCAF Station. *Cornwallis N S:* Planned Renovators Ltd, interior painting, bldgs No. 7 & No. 20, HMCS *Cornwall;* Eastern Contracting Ltd, replacing wood foundation walls with concrete in five bldgs, HMCS *Cornwallis. Dartmouth N S:* Parker Bros (1960) Ltd, plaster repairs & painting, Bldg No. 100, HMCS *Shearwater. Debert N S:* McDonald Construction Co Ltd, construction of reservoir & installation of sprinkler system in stores depot, Camp. *Halifax N S:* Parker Bros (1960) Ltd, interior painting of various bldgs, Windsor Park. *Chatham N B:* Cambrian Construction Ltd, modifications to hangar facilities & armament compound, RCAF Station. *Bagotville Que:* Frs Jobin Inc, modifications to hangar facilities & armament compound, RCAF Station; Atelier de Peinture Inc, fire retardant painting of two barrack blocks, RCAF Station; Krauspe & Krauspe, interior painting of 57 PMQs. *Valcartier Que:* Cardinal Painting & Decorating Co Ltd, interior painting of 200 PMQs, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, modifications to hangar facilities & armament compound, RCAF Station. *Gloucester Ont:* Hansa Construction Ltd, construction of addition to administration bldg, HMCS *Gloucester. Leitrim Ont:* Roseboro Construction & Equipment Ltd, construction of antennae, Ottawa Wireless Station. *Calgary Alta:* Taylor Decorating Ltd, interior painting of four bldgs, Currie Barracks. *Comox B C:* Brockbank & Hemingway Ltd, modifications to hangar facilities & armament compound, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Maritime Asphalt Products Ltd, repainting interior of various bldgs, RCAF Station. *Cornwallis N S:* D J Lowe Ltd, interior painting of 30 married quarters, HMCS *Cornwallis;* D J Lowe Ltd, construction of timber shore protection wall, HMCS *Cornwallis. Greenwood N S:* Hilchie Septic Tank Service Ltd, cleaning & interior painting of two fuel storage tanks, RCAF Station. *Halifax N S:* T Hogan & Co Ltd, boiler

repairs, central heating plant, HMCS *Stadacona;* James F Lahey Ltd, interior painting, bldg No. 61, Windsor Park. *Shearwater N S:* J L Nichols Contracting Ltd, installation of drainage system in PMQ area, RCN Air Station. *Sydney N S:* M R Chappell Ltd, replacement of canopies, Bldg No 17-4, 17-5 & 17-6, Point Edward Naval Base; Stephens Construction Ltd., repairs to deck, Seaward Defence Jetty, Point Edward Naval Base. *St Stephen N B:* Edward M DeLay, renovations to basement of Armoury. *Hull Que:* Robert Strang, painting & plaster repairs, Armouries. *Quebec Que:* Guard-X Inc, installation of fire alarm system, Grande Allee Armoury. *Westmount Que:* Atlas Mastic Asphalt Ltd, resurfacing of vehicles bay & drill hall floors, 3 Hillside Ave. *Clinton Ont:* W MacDonald Electric Co Ltd, installation of fire detection & alarm system in Bldgs No. 8 & No. 8, RCAF Station. *Guelph Ont:* Carere, Boles & Trimble Ltd, alterations to heating & stores accommodation, Armoury. *London Ont:* Tripod Construction Ltd, alterations to No. 27 COD, Highbury Ave. *Ottawa Ont:* Ottawa Painting & Decorating Reg'd, interior painting of Beach Bldg. *Picton Ont:* Arthur A Sills & Sons Ltd, replacement of drill hall floor. *Port Arthur Ont:* D R McCormick Electric Ltd, installation of fire detection system in Bldgs No 1 & No. 2, Armoury. *Suffield Alta:* McGregor Telephone & Power Construction Co Ltd, erection of power line & modification & repairs to existing power lines, Experimental Station. *Esquimalt B C:* K J Howe, interior painting of 22 residences, Belmont Park. *Masset B C:* Central Electric, removal & replacement of 56 power poles, RCN Naval Radio Station.

In addition, this Department awarded 47 contracts containing the General Fair Wages Clause.

DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded three contracts containing the General Fair Wages Clause.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Prince Edward Island National Park P E I: Williams & Murphy Ltd, construction of toilet bldgs & kitchen shelters, Rustico Island Campground.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Elmira Ont: Dunker Construction Ltd, construction of sewage treatment plant. *Winnipeg Man:* Borger Bros (1963) Ltd, construction of St James interceptor, Sections A & B, St Charles Golf Course to Parkdale Blvd; Nelson River Construction, Section C, from Assiniboine River to Roblin Blvd; Nelson River Construction, construction of Charleswood lagoon sewage forcemain from Perimeter Road pumping station to Charleswood lagoon; Nelson River Construction, construction of Charleswood lagoon effluent pipeline from Charleswood lagoon to Assiniboine River.

DEPARTMENT OF PUBLIC WORKS

Cottrell's Cove Nfld: Gid Sacrey Ltd, wharf repairs. *Exploits Nfld:* Guy H Eveleigh, wharf repairs. *Lark Harbour Nfld:* Pelley Enterprises Ltd, wharf extension. *Marystown Nfld:* Spracklin & Reid Ltd, wharf reconstruction. *Point Lance Nfld:* Avalon Construction & Engineering Ltd., community stage repairs. *Point Leamington Nfld:* Gid Sacrey Ltd, wharf reconstruction. *Port Anson Nfld:* Pelley Enterprises Ltd, wharf repairs. *Port au Choix Nfld:* Pinsent Construction Co Ltd, wharf repairs. *St John's Nfld:* Avalon Construction & Engineering Ltd, harbour fender system improvements, north shore; Colonial Construction Co Ltd, harbour improvements (pumping station). *Woodstock Nfld:* Gid Sacrey Ltd, wharf extension. *Fisherman's Harbour N S:* Colin R MacDonald Ltd, reconstruction of groynes. *Halifax N S:* J E Mahar & Son Co Ltd, alterations to electrical system, federal bldg. *Maughers Beach N S:* Naugle's Sand & Gravel Co Ltd, construction of protection works for Department of Transport. *Parrsboro N S:* Joseph Almon, wharf repairs. *Pictou N S:* Universal Electric, installation of power outlets & lighting for warehouse, pier "C"; Ronald C Goodall & Alfred E MacMaster, construction of rock talus. *Poirierville N S:* Gerald J Forgeron, wharf repairs. *Port Maitland N S:* Clare Construction Co Ltd, harbour improvements (breakwater repairs). *St. Peters N S:* M R Chappell Ltd, construction of post office bldg. *Seal Island N S:* Shelburne Contracting Ltd, harbour improvements. *Tiverton N S:* E K Potter Ltd, wharf repairs. *Wedgeport N S:* Kenney Construction Co Ltd, breakwater repairs. *Fairhaven N B:* Fundy Contractors Ltd, wharf extension. *Little Cape N B:* Scott Wheaton Ltd, wharf repairs. *Port Elgin N B:* Price Construction Co, wharf repairs. *Albanel Que:* Louis Dallaire & Fils Ltee, construction of post office bldg. *Anse au Griffon Que:* Julien Synnott, harbour repairs. *Asbestos Que:* Laurier Vachon Ltee, alterations to federal bldg. *Cap St Ignace Que:* Henri Pelletier,

construction of post office bldg. *Jacques Cartier Que:* Prieur Entreprises Inc, alterations to post office. *La Sarre Que:* Gilles Mercier Enr, quay wall reconstruction. *Montreal Que:* St Lawrence Steeple Jacks Co Ltd, interior painting, Postal Station "H", 1420 Ste Catherine St. W. *Notre Dame de Pontmain Que:* Emilien Maille Inc, wharf reconstruction. *Sacre Cœur Que:* Maurice Roy, wharf repairs. *St Francois du Lac Que:* Wilson Jacob, construction of post office bldg. *Ste Genevieve de Pierrefonds (Roxboro) Que:* Arthur Bellefeuille, cleaning interior of new federal bldg. *St Prime Que:* Louis Dallaire et Fils Ltee, construction of post office bldg. *St Sulpice (Ile Bouchard) Que:* Turnbull Construction Inc, lengthening slips & landing facilities. *Sept Iles Que:* Landry Construction Inc, wharf repairs (Mgr Blanche St Wharf); Napoleon Brochu, construction of stone mound from Mgr Blanche St wharf toward the town wharf. *Beachburg Ont:* Peter E Sylvestre & Sons Ltd, construction of post office bldg. *Callander Ont:* Sted's Ltd, wharf repairs. *Cochenour Ont:* R B Rostek, construction of post office bldg. *Fort William Ont:* Bird Construction Co Ltd, construction of federal bldg. *Ivy Lea Ont:* Robert D Mackey Construction Co Ltd, reconstruction of wharf. *Kingston Ont:* James Kemp Construction Ltd, alterations & addition to cell block, Prison for Women; A Lanctot Construction Co, repairs to seawall, Royal Military College. *Ottawa Ont:* P E Brule Co Ltd, construction of apiculture processing & services bldg, CEF; A G Reed Ltd, installation of emergency lighting at 555, 556, 588, 615 Booth St; Dairy Technology Bldg, CEF; Justice Bldg, Wellington St; Hunter Bldg, O'Connor St; P O Finance Bldg, Confederation Heights. *Port Hope Ont:* B Zaitz Construction & Marine Ltd, renewal of waling, Queen's Wharf. *South Baymouth Ont:* G F Coles Construction Ltd, small boat harbour improvements. *Toronto Ont:* Price Air Conditioning Co Ltd, alterations & addition to ventilation of Queen's Printer accommodation, Dominion Public Bldg, 1 Front St. *Woodstock Ont:* Ellis-Don Ltd, construction of federal bldg. *Pilot Mound Man:* G L Holmes, construction of post office bldg. *Reston Man:* Gotthard Peterson Construction Co Ltd, construction of post office bldg. *Winnipeg Man:* Surety Construction Co Ltd, construction of cereal growth & service bldg, Research Station. *Craik Sask:* C W Hill Construction Ltd, construction of post office bldg. *Hafford Sask:* J G J Wolfe Construction Ltd, construction of post office bldg. *Lashburn Sask:* J G J Wolfe Construction Ltd, construction of post office bldg. *Pelly Sask:* Wm Slowski, construction of post office bldg. *Spalding Sask:* Wm Slowski, construction of post office bldg. *Blairmore Alta:* Glen Little, alterations to federal bldg for RCMP offices & living quarters. *Killam Alta:* D S Greenfield Construction Ltd, construction of post office bldg. *Picture Butte Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *Sangudo Alta:* D S Greenfield Construction Ltd, construction of post office bldg. *Sedgewick Alta:* D S Greenfield Construction Ltd, construction of post office bldg. *Trochu Alta:* Silisky Construction Ltd, construction of post office bldg. *Warner Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *near Chilliwack B C:* Cattermole Timber Ltd, improvements to bank protection, Big Eddy Area, Fraser River. *Kuper Island B C:* B C Pile Drivers Ltd, float construction. *Matsqui B C:* Commonwealth Construction Co Ltd, construction of bldg for Matsqui Institution (Contract No 2). *Skaha Lake (Penticton) B C:* Interior Contracting Co Ltd, breakwater construction.

In addition, this Department awarded 42 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Lachine Que: Daniels & Mannard Heating & Air Conditioning Ltd, installation of heating system for carpenter shop, Lachine Canal. *near St Catharines, Thorald & Port Colborne Ont:* Beamer & Lathrop Ltd, reconditioning rotating bollards of safety fenders, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Port Blandford Nfld: M & T Construction Co Ltd, construction of two single dwellings, entrance road & related work. *Halifax N S:* E J Ludford Line Construction Ltd, installation of power distribution switch gear, International Airport. *Yarmouth N S:* Valley Services Ltd, installation of HI lighting on approach 24, MI lighting on runway 15-33 & LI lighting on approaches 15 & 33. *Dorval Que:* Inspiration Ltd, installation of cable tray & conduit system, air terminal bldg, Montreal International Airport. *Montreal Que:* Beaver Asphalt Co Ltd, paving of access road to landscaping maintenance bldg, International Airport. *near Campbellford Ont:* Intrusion-Prepakt Ltd, restoration of Dam No 8

(Continued on page 161)

Consumer Price Index, January 1964

The consumer price index (1949=100) was 134.2, remaining unchanged between December and January. It was 1.7 per cent above the January 1963 index of 132.0.*

Indexes for the food, health and personal care, and tobacco and alcohol components were unchanged between December and January. Indexes were higher for housing, transportation, and recreation and reading, while the clothing index was lower.

The food index was unchanged from 131.4 in December. Foods with price increases included powdered skim milk, cheese, bread, cake, doughnuts, cake mix, coffee and margarine, also: bananas, apples, orange juice, most fresh and canned vegetables, chicken and a few cuts of meat. Lower prices were reported for evaporated milk, sugar, eggs, oranges, tomatoes, turkey, and most cuts of meat.

The housing index increased 0.2 per cent from 137.0 to 137.3. Increases in the home-ownership index moved the shelter component. In the household operation component, price increases for floor coverings and household supplies and services offset lower appliance prices.

The clothing index fell 1.0 per cent from 118.9 to 117.7, as a result of January sale prices. The index for men's wear was unchanged, but indexes for women's and children's wear, and for footwear, showed decreases.

The transportation index rose 0.4 per cent from 140.6 to 141.1, as a result of higher street car and bus fares in Toronto. The automobile operation component declined slightly. Lower prices for new cars and gasoline were partly offset by increases for motor oil.

The health and personal care index remained at its December level of 165.4. The recreation and reading index moved up 0.5 per cent from 151.4 to 152.1. Price increases occurred for radios and phonograph records in the recreation component, and for newspapers in the reading component. The tobacco and alcohol index was unchanged at 118.5.

Group indexes in January 1963 were: food 129.0, housing 135.9, clothing 114.7, transportation 139.8, health and personal care 159.8, recreation and reading 148.6 and tobacco and alcohol 117.8.

*See Table F-1, page 178.

City Consumer Price Indexes, Dec. 1963

Consumer price indexes (1949=100) for eight of the ten regional cities rose between November and December.* Indexes for St. John's, Nfld., and Winnipeg declined.

Movements ranged from a decline of 0.4 per cent in St. John's to increases of 0.4 per cent in Halifax and Saint John.

Food indexes rose in six cities and declined in four, the changes ranging from a drop of 0.8 per cent in Winnipeg to a rise of 1.3 per cent in Ottawa. Housing indexes increased in five cities, fell in two cities and were unchanged in three. Indexes for the clothing component increased in all but two cities, where there was no change. Mixed movements occurred in transportation indexes: five higher and five lower. Indexes for health and personal care were up in five cities, down in three and unchanged in two. There were five higher indexes for the recreation and reading component and five unchanged. Tobacco and alcohol indexes were steady in all cities.

Regional consumer price index point changes between November and December were: Halifax +0.5 to 131.9; Saint John +0.5 to 133.8; Montreal +0.4 to 134.4; Ottawa +0.3 to 134.8; Saskatoon-Regina +0.3 to 129.0; Edmonton-Calgary +0.3 to 128.0; Toronto +0.1 to 135.3; Vancouver +0.1 to 131.9; St. John's —0.5 to 120.3†; Winnipeg —0.1 to 131.1.

Wholesale Price Index, December 1963

Canada's general wholesale index (1935-39=100) declined 0.5 per cent in December to 245.7 from the index of 247.0 in November. The December index was 1.4 per cent above the index of 242.2 in December 1962.

Fve major group indexes decreased from November, two advanced and one remained unchanged.

The vegetable products group index dropped 1.7 per cent to 233.6 from 237.6, and the animal products group index moved down 1.1 per cent to 247.6 from 250.3. The textile products group index declined 0.5 per cent to 248.4 from 249.7; the non-metallic minerals products group index edged downward to 254.2 from 254.5.

Advances of 0.3 per cent were recorded in both the wood products group index and the non-ferrous metals products group index. The wood products group rose to 327.3 from 326.4, and the non-ferrous metals group moved to 200.3 from 199.7.

* See Table F-2, page 178.

† On base June 1951=100.

The chemical products group index remained unchanged at 188.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.1 per cent, from 215.8 to 216.0, in the four-week period ended Dec. 27. The field products index rose 1.2 per cent from 163.7 to 165.6, and the animal products index declined 0.5 per cent from 267.9 to 266.5.

The residential building material price index, on the base 1935-39=100, rose 0.3 per cent from 314.7 to 315.6 between November and December, and on the 1949=100 base, by 0.3 per cent also, from 138.0 to 138.4. The non-residential index (1949=100) edged up 0.1 per cent from 137.1 to 137.3.

U.S. Consumer Price Index, December 1963

The United States consumer price index (1957-59=100) rose by 0.2 per cent, from 107.4 to 107.6, between mid-November and mid-December. The increase during the year 1963 totalled 1.7 per cent, although the average for the year (the average of the 12 monthly indexes) rose only 1.2 per cent.

A substantial rise in prices of fruits and vegetables was the main single cause of the increases for both December and the year.

In December 1962 the index was 105.8.

British Index of Retail Prices, November

The British index of retail prices (Jan. 16, 1962=100) rose to 104.0 at mid-November from 103.7 at mid-October. The rise resulted chiefly from seasonal increases in the average prices of household coal and coke.

The index for November 1962 was 101.8.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 184

Aged

1. CENTRE NATIONAL DE SOCIOLOGIE DU DROIT SOCIAL. *Cumul d'une pension de retraite et d'une activité lucrative; colloque des 16, 17 et 18 mars 1959.* Préface par L. E. Troclet. Bruxelles, Editions de l'Institut de sociologie Solvay, Université libre de Bruxelles, 1960. Pp. 224.

At head of title: Centre national de sociologie du droit social en collaboration avec l'Institut de sociologie Solvay de l'Université libre de Bruxelles.

Contains addresses presented at a conference on old-age pensions.

2. U.S. PRESIDENT, 1961-1963 (KENNEDY). *Elderly Citizens of our Nation; Message . . .* Washington, GPO, 1963. Pp. 16.

The late President spoke about what the American government is doing to help older people in 1963.

Conferences

3. ASSOCIATION INTERNATIONALE DES SOCIOLOGUES DE LANGUE FRANÇAISE. 3ième COLLOQUE, GENEVE, 1960. *Structures sociales et démocratie économique.* Bruxelles, Université libre de Bruxelles, Institut de sociologie Solvay, 1961. Pp. 280.

Conference held May 2, 3 and 4, 1960.

4. CANADIAN TAX FOUNDATION. *Corporate Management Conference,* Montreal, 1963. Toronto, 1963. Pp. 49.

Contents: Corporate Sales Tax Pitfalls, by Herbert O. Spindler. Permanent Establishment and Place of Business Tax Problems, by Claude Couture. Processing Income Tax Returns, by J. Gear McEntyre. Year-End Tax Considerations, by R. Alan Short. Recent Tax Cases on "Know-How", Foregiveness of Debts, Lease-Options and Lump Sum Contracts, by George T. Tamaki.

5. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Fifteenth Annual Meeting, Pittsburgh, December 27 and 28, 1962.* Edited by Gerald G. Somers. [Madison, 1963]. Pp. 359.

Some of the topics discussed were: grievance procedures in Western Europe, the role of employers' associations in industrial relations, university industrial relations courses, older workers, the role of government in collective bargaining, and balanced and depressed labour markets.

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6. NATIONAL OFFICE MANAGEMENT ASSOCIATION. *Impact of Automation on the Training of Present and Future Office Employees; Proceedings of a Problem-solving Seminar held at the Coliseum, New York, June 8, 1962.* Willow Grove, Pa., c1962. Pp. 68.

Some of the topics are: training the person who trains others for office automation, training for electronic data processing, electronic data processing in the field of education, and programmed instruction.

Disabled—Rehabilitation

7. BATON, PIERRE. *Inadaptés scolaires et enseignement spécial.* Préface du Professeur Sylvain DeCoster. Bruxelles, Université libre de Bruxelles, Les Editions de l'Institut de sociologie, c1962. Pp. 261.

Discusses the teaching of physically handicapped students in Belgium.

8. GRANT, W. RUSSELL. *Principles of Rehabilitation.* Foreword by Sir James Paterson Ross. Edinburgh, E. & S. Livingstone, 1963. Pp. 76.

9. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Guide to Job Placement of the Mentally Retarded.* Washington, GPO, 1963. Pp. 16.

A brief outline of the type of work that can be done by a mentally retarded person.

Education

10. COLEMAN, JAMES SAMUEL. *The Adolescent Society; the Social Life of the Teenager and its Impact on Education,* by James S. Coleman, with the assistance of John W. C. Johnstone and Kurt Jonassohn. New York, Free Press of Glencoe, 1961. Pp. 368.

A study of the character of the adolescent society in 10 American high schools in varying types of communities, of varying sizes. The author examines the inter-relationships between the adolesent and his family, school, and community.

11. HELY, ARNOLD S. M. *New Trends in Adult Education, from Elsinore to Montreal.* Paris, UNESCO, 1962. Pp. 136.

An account of changes in the adult education movement between the International Conference on Adult Education at Elsinore, Denmark, in 1949 and the World Conference on Adult Education at Montreal in 1960.

12. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Issues in Management Education.* Paris, 1963. Pp. 92.

An examination of the present situation and trends in Europe of management education, and of the qualities and skills expected in managers, the education and training of managers, etc.

13. U.S. INTERNATIONAL CO-OPERATION ADMINISTRATION. *Technical Cooperation in Education.* Washington, 1960. Pp. 31.

14. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *The National Defense Education Act of 1958; a Summary and Analysis of the Act prepared by the Staff.* Washington, GPO, 1958. Pp. 48.

At head of title: 85th Cong., 2nd sess. Committee Print.

15. U.S. OFFICE OF EDUCATION. *Curriculum Responsibilities of State Departments of Education,* by Howard H. Cummings [and] Helen K. Mackintosh. Washington, GPO, 1958, Pp. 76.

16. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Distributive Education; a Guide to Practical Research,* by Natalie Kneeland. Washington, GPO, 1963. Pp. 41.

Contents: Considering Practical Research. Answering Questions. Following Procedures. Handling Statistical Data. Writing the Report. Using Visual Aids. Do's and Dont's.

Education, Vocational

17. NORTH YORK (TOWNSHIP). BOARD OF EDUCATION. ADVISORY VOCATIONAL COMMITTEE. *A Study to determine the Need for Technical Education in North York Township,* prepared . . . by L. S. Beattie [and others], Willowdale, Ont., 1963. Pp. 70.

Report of a survey of business, industrial and commercial enterprises in North York Township to determine the need for training at all levels full-time, part-time or extension programs.

18. SHAPOVALENKO, S. G. Ed. *Polytechnical Education in the U.S.S.R.* Paris, UNESCO, 1963. Pp. 433.

A study of polytechnical education in the secondary-school system of Russia.

19. WARREN, HUGH A. *Technical Education in the U.S.A.* London, City and Guilds of London Institute, 1963. Pp. [52].

The author, principal of the South-East London Technical College, won a scholarship sponsored by the City and Guilds of London Institute in conjunction with the English Speaking Union to study technical education in the U.S.

20. WILLIAMS, GERTRUDE (ROSENBLUM). *Apprenticeship in Europe; the Lesson for Britain.* London, Chapman & Hall, 1963. Pp. 208.

An examination of training systems in West Germany, the Netherlands, France, Italy, Switzerland, Sweden, and Belgium.

Engineers

21. AMERICAN SOCIETY FOR ENGINEERING EDUCATION. TECHNICAL INSTITUTE EVALUATION WORKING COMMITTEE. *Characteristics of Excellence in Engineering Technology Education; Final Report of the Evaluation of Technical Institute Education.* Urbana, Ill., American Society for Engineering Education, 1962. Pp. 46.

22. COMMITTEE ON OBJECTIVE CRITERIA IN NUCLEAR ENGINEERING EDUCATION. *Report on Objective Criteria in Nuclear Engineering Education, 1960-1962.* Prepared by a Committee appointed by American Nuclear Society [and] American Society for Engineering Education. [Urbana, Ill., American Society for Engineering Education, 1963]. Pp. 34.

Labour Supply

23. ILLINOIS. DEPARTMENT OF LABOUR. *Illinois Labor Force Projections for 1970.* Springfield, 1963. Pp. 26.

At head of title: State of Illinois, Department of Labour, Division of Unemployment Compensation, Illinois State Employment Service affiliated with United States Employment Service.

24. U.S. BUREAU OF EMPLOYMENT SECURITY. *Missiles, Spacecraft, and Aircraft; Labor Market Developments.* Washington, 1963. Pp. 19.

25. U.S. BUREAU OF LABOR STATISTICS. *The Forecasting of Manpower Requirements.* Prepared for Agency for International Development. Washington, GPO, 1963. Pp. 96.

This handbook is designed to help economists and statisticians in economically developing countries to initiate and carry out studies in employment forecasting.

Labouring Classes

26. ROTHMAN, STUART. *Information for Employers and Unions entering into a Collective Bargaining Relationship for the First Time; an Address at the Information Program for Labor and Management at West Virginia University, April 18, 1963.* Washington, U.S. National Labor Relations Board, 1963. Pp. 23.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *BLMR Financial Reporting Guide.* Washington, 1963. Pp. 8.

Explains how to fill out the financial reporting form required under the Labor-Management Reporting and Disclosure Act of 1959.

28. U.S. BUREAU OF LABOR STATISTICS. *Labor in Cyprus.* Washington, 1963. Pp. 44.

Mathematics

29. U.S. OFFICE OF EDUCATION *Analysis of Research in the Teaching of Mathematics, 1955 and 1956,* by Kenneth E. Brown. Washington, G.P.O., 1958. Pp. 73.

30. U.S. OFFICE OF EDUCATION. *Curriculum Materials in High-School Mathematics,* by Kenneth E. Brown. Washinton, GPO, 1954. Pp. 40.

Occupations

31. BIEGELEISEN, JACOB ISRAEL. *Careers and Opportunities in Commercial Art.* New rev. ed. with added material. New York, Dutton, 1963. Pp. 244.

Some of the branches of commercial art discussed are: sign painting and gold-leaf lettering; showcard and reproduction lettering; typography; book jacket design; poster painting; fashion design and illustration; cartooning; industrial design; packaging; TV scenic and costume design; cartoon animation; lettering and titling. The author also provides information on job opportunities, educational requirements, and salaries.

32. CARROLL, JOHN MILLAR. *Careers and Opportunities in Electronics.* 1st ed. New York, Dutton, 1963. Pp. 191.

Provides information about working in the electronics industry as an electronics engineer, scientist, or technician, or in a career in military or industrial electronics. Includes a chapter on careers and opportunities for women in electronics.

33. KING, ALICE GORE. *Career Opportunities for Women in Business.* 1st ed. New York, Dutton, 1963. Pp. 212.

The author is executive director of the Alumnae Advisory Center, a counseling and placement service for women, located in New York City. As well as including a chapter on how to look for a job, the book has chapters on clerical and secretarial jobs, and on non-professional jobs within the professions. There is also a description of 19 specific businesses or pursuits. In conclusion, there is information for those women who are returning to work after having been at home for some years, and for those women who wish to change jobs.

Unemployed

34. WICKERSHAM, EDWARD DEAN. *Detroit's Insured Unemployed and Employable Welfare Recipients; Their Characteristics, Labor Market Experience, and Experience, and Attitudes.* Kalamazoo, Mich., W. E. Upjohn Institue for Employment Research, 1963. Pp. 56.

A study of the characteristics and problems of insured unemployed who had been without work for over five weeks as of the week of January 9, 1961. The author supplies answers to four questions: "1. Who are the insured unemployed? 2. What are the problems of the insured unemployed? 3. What are the skills and

income sources of the insured unemployed? 4. How do the insured unemployed feel about their job hunt, relocation, and retraining?"

35. WILCOCK, RICHARD CARRINGTON. *Unwanted Workers; Permanent Layoffs and Long-term Unemployment* [by] Richard C. Wilcock and Walter H. Franke. New York, Free Press of Glencoe, 1963. Pp. 340.

After presenting a general picture of unemployment in the U.S., the authors report the results of a survey of unemployed workers in four Armour and Company meat-packing plants and in a company manufacturing laundry equipment. The book examines the problem of "unwanted workers," men and women who are out of work a long time because their employers have transferred operations to other areas, or because technological changes and automation have eliminated their jobs.

Wages and Hours

36. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Severance Pay in Union-Management Agreements in New York State.* New York, 1962. Pp. 82.

"In this report, 'severance pay' refers to plans that provide money benefits to persons whose employment relation with the company is being severed, presumably permanently." The report is based on a study of 344 collectively-bargained severance-pay plans. Provides information about prevalance of plans, eligibility of the worker, benefit received and length of service required to be eligible, and other characteristics.

37. PATCHEN, MARTIN. *The Choice of Wage Comparisons.* Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 123.

The author examines the factors that determine to whom a person will compare himself in the matter of wages.

38. WEBER, PHILIP H. *Salary Administration for Data Processing Personnel.* Rev. ed. Elmhurst, Ill., Business Press, OA Business Publications, Inc., 1963. 1 volume (looseleaf).

This manual was prepared to be used as an operating guide for administering a salary program. Includes job descriptions, position grades and salary ranges, together with forms and procedures necessary for the salary administration program.

Miscellaneous

39. BORETSKY, MICHAEL. *The Soviet Challenge to U.S. Machine Building; a Study in Production and Technological Policy.* Washington, U.S. Dept. of Commerce, 1963. Pp. 73.

"Essentially a reprint of a study included in the published 1962 hearings of the Joint Economic Committee, U.S. Congress, on the 'Dimensions of Soviet economic power.'"

"A comprehensive comparison of the economics and technology of machinery production in the United States and the Soviet Union."

40. CAINE, (Sir) SYDNEY. *The History of the Foundation of the London School of Economics and Political Science.* London, London School of Economics and Political Science, University of London [and] G. Bell and Sons Ltd., 1963. Pp. 103.

The story of the London School of Economics and Political Science, and the part played by Sidney and Beatrice Webb from its establishment in October 1895 up to 1901.

41. CANADIAN TAX FOUNDATION. *Oil and Gas Production and Taxes,* [by] R. A. Simpson [and others]. Edited by Jacques Barbeau. Toronto, 1963. Pp. 298.

42. FULLER, WALTER DEANE. *What an Office Supervisor should Know about Handling People.* Chicago, Dartnell Corporation, 1963. Pp. 23.

The author is former Chairman of the Board, the Curtis Publishing Company.

43. HARRINGTON, MICHAEL. *The Other America; Poverty in the United States.* New York, Macmillan, 1963. Pp. 191.

The author estimates that there are between 40 and 50 million "poor people" in the U.S. He describes the world in which these people live.

44. HEADY, EARL OREL. *Agricultural Policy under Economic Development.* Ames, Iowa State University Press, 1962. Pp. 682.

Concerns agriculture and its economic structure, research, education, and policy activities under economic development.

45. McCONNELL, CAMPBELL ROBERTSON. *Economics: Principles, Problems, and Policies.* 2d ed. New York, McGraw-Hill, 1963. Pp. 773.

A textbook for beginning economics students.

46. SHANKS, MICHAEL, Ed. *The Lessons of Public Enterprise; a Fabian Society Study.* With a foreword by Roy Jenkins. London, Jonathan Cape, 1963. Pp. [314].

An analysis of the progress to date of the nationalized industries in Great Britain.

47. SUPER, DONALD EDWIN. *Vocational Development; a Framework for Research* [by] Donald E. Super [and others]. New York, Bureau of Publications, Teachers College, Columbia University, 1957. Pp. 142.

Contents: The Need for a Theory of Vocational Behavior. The Scientific Study of Vocational Behavior. Vocational Behavior and Vocational Development. Vocational Maturity and Vocational Adjustment. The Patterning of Careers. Implications for Further Research. The Career Pattern Study: Collecting the Basic Data.

48. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Research and Development in Colleges and Universities, Expenditures and Manpower, 1948*. Washington, GPO, 1963. Pp. 140.

49. SOUTH AFRICAN INSTITUTE OF RACE RELATIONS. *A Survey of Race Relations in South Africa, 1961*. Compiled by Muriel Horrell. Johannesburg, 1962. Pp. 311.

50. U.S. BUREAU OF LABOR STATISTICS. *Seasonal Factors, Consumer Price Index: Selected Series, June 1953-May 1961*. Washington, GPO, 1963. Pp. 47.

"This bulletin supplies basic data with which [U.S.] Consumer Price Index series can be adjusted for seasonal variation."

Vocational Rehabilitation

(*Continued from page 116*)

Case 4—Mr. Z, aged 58, has Grades 5 to 8 educational standards. His disability was pulmonary tuberculosis and he had to be confined to light work only. He had once been a barber. After seven months of rehabilitation services, including medical and psychological services, physiotherapy, occupational therapy and counselling, refresher training and provision of barbering tools, he was able to resume barbering and earn $180 a month.

The foregoing are just a few examples from among many, but they do indicate some of the possibilities for vocational rehabilitation among older persons.

The federal-provincial program of vocational rehabilitation services for disabled persons, which has been operating for many years, includes medical restoration, assessment, counselling, training and employment placement. Under the provisions of the Vocational Rehabilitation of Disabled Persons Act of 1961, the program was given impetus and statutory authority.

The legislation is administered federally by the Department of Labour through the office of the National Co-ordinator, Civilian Rehabilitation. Provincially, it is operated by Provincial Co-ordinators or Directors of Rehabilitation Services, under provincial departments of welfare or health.

Report of Board

(*Continued from page 134*)

1. The collective agreement, which expires June 29, 1964, shall be amended to provide:

2. A general wage increase of 4 per cent effective November 5, 1963.

3. Effective November 5, mechanics and above, both aircraft and non-aircraft, shall receive 4 cents per hour; in addition a 50 per cent lump sum adjustment from July 2, 1963 to November 4, 1963. (see below for proration).

4. A lump sum settlement in the amount of $60.00 shall be paid to all employees on the payroll as of November 27, 1963 and on the payroll as of July 2, 1963. Those hired or in the service since July 2, 1963, shall be paid on a *pro rata* basis.

Dated this 27th day of November, 1963, at Montreal, Que.

For the Union	*For the Company*
M. Pitchford	F. C. Eyre
R. G. Ulmer	D. H. Gray
F. Grennan	G. E. Bolton
J. J. Farrell	C. B. Hodgson
J. W. Bulger	S. G. Sheldrake
R. A. Secord	*For the Board*
R. A. Peterson	Mrs. Frances Bairstow
E. D. Bowles	H. M. Sparks
J. E. King	W. H. Dickie
R. Nat Gray	
E. A. Smith	
M. Rygus	

All this respectfully submitted this 12th day of December, 1963, at Toronto, Ont.

(*Sgd.*) W. H. Dickie,
Chairman.

Wage Schedules

(*Continued from page 155*)

at Lock 9, Trent Canal. *Fort William Ont:* Tallman Construction Co Ltd, paving of maintenance garage ramp & access road, Lakehead Airport. *London Ont:* M J Mol Construction Ltd, construction of drainage ditch for terminal bldg excavation, Airport. *Malton Ont:* J M Fuller Ltd, construction of foundation for precision approach radar, bldgs & services, Toronto International Airport. *North Bay Ont:* Steds Ltd, construction of guard rail, entrance road, Airport. *Toronto Ont:* Allied Building Services (1962) Ltd, cleaning of Air Terminal Bldg, International Airport. *Edmonton Alta:* Scandinavian Janitors Service Ltd, cleaning of Air Terminal Bldg, International Airport.

In addition, this Department awarded 18 contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 18, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,697	573	1,899	2,465	1,143	617
Men	4,811	432	1,380	1,727	827	445
Women	1,886	141	519	738	316	172
14–19 years	598	55	193	195	110	45
20–24 years	867	91	298	275	138	65
25–44 years	3,020	234	868	1,132	503	283
45–64 years	2,004	174	494	776	353	207
65 years and over	208	19	46	87	39	17
Employed	6,231	501	1,726	2,345	1,089	570
Men	4,416	365	1,228	1,631	784	408
Women	1,815	136	498	714	305	162
Agriculture	573	32	111	142	275	13
Non-agriculture	5,658	469	1,615	2,203	814	557
Paid Workers	5,141	416	1,464	2,016	745	500
Men	3,499	292	1,005	1,365	484	353
Women	1,642	124	459	651	261	147
Unemployed	466	72	173	120	54	47
Men	395	67	152	96	43	37
Women	71	*	21	24	11	10
Persons not in the Labour Force	5,912	702	1,732	1,927	999	552
Men	1,449	203	410	437	254	145
Women	4,463	499	1,322	1,490	745	407

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JANUARY 18, 1964, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,609	1,964	3,632	992	3,750	920	1,351
Labour force	6,697	598	3,481	831	932	647	208
Employed	6,231	519	3,265	720	908	623	196
Unemployed	466	79	216	111	24	24	12
Not in labour force	5,912	1,366	151	161	2,818	273	1,143
Participation rate [2]							
1964, January 18	53.1	30.4	95.8	83.8	24.9	70.3	15.4
1963, December 14	53.8	33.0	96.0	84.5	25.3	71.0	15.5
Unemployment rate [3]							
1964, January 18	7.0	13.2	6.2	13.4	2.6	3.7	5.8
1963, December 14	5.1	10.1	4.4	9.7	1.8	2.7	5.3

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 18, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	January 1964	December 1963	January 1963
Total unemployed	466	346	541
On temporary layoff up to 30 days	38	20	38
Without work and seeking work	428	326	503
Seeking full-time work	410	305	481
Seeking part-time work	18	21	22
Seeking under 1 month	126	121	127
Seeking 1-3 months	202	132	251
Seeking 4-6 months	54	35	71
Seeking more than 6 months	46	38	54

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
November	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December	46.6	481.5	157.1							1,692.5
1963—										
January	47.5	484.4	157.7							1,699.4
February	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March	47.0	493.9	156.3							1,714.1
April	46.7	503.2	160.7							1,764.8
May	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June	49.2	523.0	170.0							1,863.0
July	49.9	509.4	171.9							1,830.6
August	49.8	523.4	179.9	93.3	412.1	106.0	781.3	1,667.5	232.4	1,877.3
September	50.1	532.6	172.4							1,907.5
October*	49.7	532.2	172.6							1,897.9
November†	49.3	533.7	172.0							1,883.6
Seasonally Adjusted										
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
November	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December	46.8	494.3	160.4							1,730.1
1963—										
January	48.1	499.5	164.4							1,771.4
February	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March	47.6	503.3*	164.8							1,777.9*
April	48.6	508.7	165.9							1,789.8
May	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June	48.2	508.8	164.7							1,799.8
July	48.8	507.4	164.0							1,800.1
August	48.8	514.8	171.9	86.1	339.1	103.2	779.1	1,683.6	230.4	1,832.9
September*	49.4	517.5	166.8							1,835.2
October†	49.4	524.5	168.9							1,853.0
November†	49.1	532.6	170.3							1,867.4

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1963 employers in the principal non-agricultural industries reported a total employment of 3,074,849. Tabels C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1962—						
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.80	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October*	129.4	197.0	84.65	119.3	198.8	87.43
November†	128.7	197.0	84.63	118.5	200.8	88.29

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

73933-4—6

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				$	$	$
Provinces						
Newfoundland	145.2	150.4	138.3	75.96	77.19	72.10
Prince Edward Island	146.4	153.3	145.4	59.50	58.27	56.00
Nova Scotia	98.2	100.4	96.2	68.94	68.64	65.62
New Brunswick	108.8	109.9	104.6	69.50	68.40	65.65
Quebec	129.3	129.8	125.5	82.49	82.74	79.20
Ontario	130.9	130.9	126.3	87.91	87.75	84.83
Manitoba	115.7	117.3	111.9	77.99	78.69	75.94
Saskatchewan	133.6	135.9	125.7	80.91	80.97	78.37
Alberta (including Northwest Territories)	162.0	163.8	158.4	84.77	85.49	82.64
British Columbia (including Yukon)	122.2	123.5	116.5	91.59	91.42	88.56
Canada	**128.7**	**129.4**	**124.3**	**84.63**	**84.65**	**81.55**
Urban areas						
St. John's	151.6	155.0	155.4	63.86	65.21	60.23
Sydney	81.4	81.8	79.7	84.78	82.60	77.70
Halifax	125.5	125.6	124.8	70.82	71.38	67.29
Moncton	116.1	109.7	117.6	62.26	63.43	61.12
Saint John	109.2	106.2	105.9	69.58	69.63	66.04
Chicoutimi—Jonquiere	116.9	116.8	109.0	100.97	103.13	99.85
Quebec	129.2	129.8	125.2	73.04	72.86	71.10
Sherbrooke	117.0	116.8	113.1	71.45	70.80	68.76
Shawinigan	101.2	100.1	83.0	91.47	92.25	89.88
Three Rivers	121.9	122.0	117.4	79.87	78.82	77.23
Drummondville	90.6	91.0	83.6	69.65	69.05	67.74
Montreal	133.6	133.5	129.1	83.65	84.04	80.53
Ottawa—Hull	140.7	140.9	136.1	77.40	77.80	75.34
Kingston	128.2	128.4	121.0	82.78	83.60	80.40
Peterborough	104.4	104.6	95.6	92.75	93.77	91.26
Oshawa	219.5	213.7	196.9	116.18	106.39	107.69
Toronto	147.2	146.6	142.3	87.50	88.46	84.58
Hamilton	121.9	120.7	116.5	91.52	91.30	90.23
St. Catharines	118.4	117.1	114.3	99.92	96.28	95.98
Niagara Falls	98.0	106.1	96.7	85.00	81.43	84.02
Brantford	92.9	93.5	87.2	79.52	79.87	77.02
Guelph	133.7	132.5	129.7	78.35	78.74	76.00
Galt	127.1	126.4	117.9	75.32	76.06	73.34
Kitchener	148.0	147.5	136.5	78.63	78.46	77.06
Sudbury	124.3	125.5	129.0	94.76	94.95	91.21
Timmins	87.3	87.7	89.2	75.32	75.26	75.61
London	145.9	146.9	138.7	79.62	80.24	77.23
Sarnia	137.1	137.2	125.3	108.94	108.41	106.26
Windsor	83.1	82.0	75.4	101.56	98.97	95.18
Sault Ste. Marie	153.9	154.1	145.0	108.12	106.86	106.24
Fort William—Port Arthur	143.9	114.5	109.1	85.99	84.85	83.76
Winnipeg	116.9	117.2	111.4	74.75	75.07	72.79
Regina	153.6	155.1	142.5	79.27	79.93	76.62
Saskatoon	148.6	149.8	138.7	73.83	74.80	72.25
Edmonton	209.0	211.1	204.0	78.29	79.00	77.23
Calgary	182.9	183.6	178.4	83.94	84.37	81.26
Vancouver	122.2	121.8	115.9	90.06	89.97	86.86
Victoria	124.5	124.2	119.6	81.53	81.16	80.38

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES, AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				$	$	$
Mining	**114.0**	**115.4**	**114.3**	**104.05**	**103.59**	**100.70**
Metal mining	125.5	127.8	127.8	103.67	104.63	101.43
Gold	64.9	65.3	68.6	84.74	85.52	83.59
Other metal	181.9	185.8	182.7	109.95	110.86	107.64
Fuels	84.0	82.1	84.7	110.32	107.80	104.78
Coal	40.0	39.5	39.6	86.12	82.47	76.17
Oil and natural gas	262.4	255.1	268.6	125.29	123.71	122.04
Non-metal	150.3	157.0	140.4	95.24	93.32	90.47
Manufacturing	**118.5**	**119.3**	**114.7**	**88.29**	**87.43**	**84.55**
Durable goods	124.3	124.6	118.9	95.99	94.57	91.94
Non-durable goods	113.7	114.9	111.2	81.24	80.95	77.93
Food and beverages	117.0	122.2	116.7	76.31	75.27	72.82
Meat products	137.3	138.0	137.0	84.96	86.18	82.25
Canned and preserved fruits and vegetables	118.7	141.5	122.2	61.85	58.95	57.48
Grain mill products	95.4	96.2	95.6	86.46	86.64	83.19
Bread and other bakery products	112.8	112.0	113.0	72.98	73.03	69.68
Distilled and malt liquors	97.4	98.1	98.1	106.76	107.06	103.19
Tobacco and tobacco products	101.4	79.2	98.5	82.57	88.74	77.25
Rubber products	113.0	112.1	109.7	90.99	90.48	89.26
Leather products	89.1	89.3	90.5	59.78	58.91	57.71
Boots and shoes (except rubber)	93.8	93.9	97.3	57.39	56.60	55.25
Other leather products	80.5	81.1	78.3	64.86	63.78	63.22
Textile products (except clothing)	87.9	87.4	83.7	70.98	70.80	68.76
Cotton yarn and broad woven goods	76.4	75.8	74.4	69.24	68.62	65.68
Woollen goods	66.6	67.2	63.9	64.32	64.75	63.39
Synthetic textiles and silk	102.8	101.4	93.8	77.83	77.59	76.37
Clothing (textile and fur)	97.3	98.6	92.7	54.16	55.25	51.71
Men's clothing	102.4	102.6	98.0	53.33	53.96	50.80
Women's clothing	104.3	108.2	96.5	53.80	56.30	51.22
Knit goods	76.5	76.4	75.6	55.53	55.34	53.33
Wood products	112.9	114.3	106.4	76.00	75.43	73.36
Saw and planing mills	114.5	116.5	107.0	78.38	77.39	75.10
Furniture	125.6	125.1	119.1	73.51	73.87	72.21
Other wood products	79.3	82.1	78.8	66.17	65.84	64.76
Paper products	128.0	129.3	127.3	103.12	102.49	98.10
Pulp and paper mills	127.5	128.9	126.2	111.66	110.33	107.06
Other paper products	129.3	130.2	130.0	82.95	83.90	77.26
Printing, publishing and allied industries	127.3	127.4	126.3	95.14	94.67	91.28
Iron and steel products	114.9	115.8	111.7	98.89	98.65	96.19
Agricultural implements	68.2	69.6	65.8	103.71	100.97	99.17
Fabricated and structural steel	144.9	146.7	154.3	101.17	101.94	97.92
Hardware and tools	118.5	117.9	112.2	86.47	85.97	84.89
Heating and cooking appliances	106.8	108.8	105.4	87.38	88.25	83.27
Iron castings	102.4	103.1	97.0	94.58	94.01	90.37
Machinery, industrial machinery	135.9	136.0	131.6	95.92	95.18	92.71
Primary iron and steel	131.7	132.5	124.1	111.84	111.88	111.85
Sheet metal products	117.6	119.2	115.4	94.81	94.81	91.60
Wire and wire products	119.9	119.8	112.1	99.85	98.28	96.69
Transportation equipment	122.6	121.1	113.7	109.57	103.72	100.81
Aircraft and parts	241.8	238.9	234.1	106.96	105.97	98.31
Motor vehicles	138.9	135.4	119.3	135.59	120.97	123.07
Motor vehicle parts and accessories	143.3	138.4	122.4	105.98	99.48	100.06
Railroad and rolling stock equipment	56.7	57.5	56.6	90.08	89.64	84.80
Shipbuilding and repairing	141.1	143.7	143.9	94.06	93.34	88.98
Non-ferrous metal products	127.7	128.3	122.7	98.69	98.55	95.72
Aluminum products	145.3	145.1	142.9	95.25	95.77	93.21
Brass and copper products	110.8	110.3	102.3	96.57	95.19	91.61
Smelting and refining	136.7	137.7	132.3	107.76	108.00	105.02
Electrical apparatus and supplies	158.1	157.4	152.7	92.08	92.81	90.19
Heavy electrical machinery	116.4	115.9	113.7	97.94	100.20	98.56
Telecommunication equipment	286.2	287.8	279.5	89.19	88.86	87.08
Non-metallic mineral products	153.5	156.4	152.0	93.63	93.98	89.66
Clay products	87.6	90.3	91.2	82.70	82.79	81.26
Glass and glass products	170.3	170.5	169.8	91.20	88.96	86.86
Products of petroleum and coal	136.0	137.0	136.9	129.14	130.20	122.12
Petroleum refining and products	138.5	139.0	139.5	130.12	131.60	123.06
Chemical products	136.4	136.0	130.0	102.21	102.69	100.00
Medicinal and pharmaceutical preparations	125.7	125.8	122.4	91.94	91.05	87.03
Acids, alkalis and salts	158.0	155.6	144.3	114.31	116.97	114.14
Other chemical products	133.9	133.9	128.6	101.17	101.42	99.45
Miscellaneous manufacturing industries	162.0	161.9	154.0	76.74	76.03	72.62
Construction	**131.8**	**138.3**	**130.5**	**91.64**	**94.22**	**87.60**
Building and general engineering	131.2	138.6	126.8	93.93	101.32	95.36
Highways, bridges and streets	132.6	137.8	136.5	79.79	82.48	75.75
Electric and motor transportation	148.6	148.5	141.1	89.28	90.46	86.76
Service	**169.4**	**172.0**	**155.7**	**59.47**	**59.36**	**58.26**
Hotels and restaurants	145.0	148.5	133.4	45.62	45.56	44.32
Laundries and dry cleaning plants	140.5	139.8	132.8	52.60	52.75	50.90
Industrial composite	**128.7**	**129.4**	**121.3**	**84.63**	**84.65**	**81.55**

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TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				$	$	$
Newfoundland	38.3	39.3	38.3	1.75	1.73	1.69
Nova Scotia	40.8	41.0	39.9	1.70	1.69	1.64
New Brunswick	42.1	41.2	40.9	1.67	1.64	1.60
Quebec	42.1	42.3	42.0	1.77	1.77	1.70
Ontario	41.9	41.5	41.4	2.08	2.06	2.00
Manitoba	40.4	40.6	40.0	1.81	1.80	1.77
Saskatchewan	39.6	39.3	38.9	2.03	2.03	2.00
Alberta (includes Northwest Territories)	39.9	40.4	39.7	2.03	2.02	2.00
British Columbia (includes Yukon Territory)	38.3	38.0	38.1	2.42	2.39	2.32

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—November	41.2	1.90	78.09	187.1	141.8
December	37.3	1.94	72.34	173.3	131.3
1963—January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October*	41.4	1.96	80.93	193.9	144.7
November†	41.5	1.97	81.95	196.3	146.3

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				$	$	$	$	$	$
Mining	**42.6**	**42.6**	**42.2**	**2.25**	**2.25**	**2.19**	**96.01**	**95.65**	**92.57**
Metal mining	41.9	42.5	42.4	2.34	2.33	2.26	97.79	98.85	95.72
Gold	42.7	43.7	43.7	1.84	1.82	1.79	78.62	79.54	78.05
Other metal	41.6	42.1	41.9	2.52	2.51	2.44	104.57	105.56	102.40
Fuels	43.8	41.7	40.5	2.13	2.13	2.13	93.28	88.68	86.37
Coal	44.9	42.9	40.4	1.90	1.90	1.82	85.14	81.25	73.60
Oil and natural gas	42.1	39.6	40.8	2.52	2.55	2.57	106.18	101.20	104.87
Non-metal	44.4	43.9	43.4	2.07	2.06	2.00	92.03	90.51	86.81
Manufacturing	**41.5**	**41.4**	**41.2**	**1.97**	**1.96**	**1.90**	**81.95**	**80.93**	**78.09**
Durable goods	42.2	41.8	41.9	2.15	2.13	2.06	90.90	88.96	86.47
Non-durable goods	40.8	40.9	40.5	1.80	1.79	1.73	73.35	73.26	70.20
Food and beverages	40.5	40.6	39.9	1.71	1.68	1.64	69.17	68.32	65.32
Meat products	40.6	41.3	40.4	1.97	1.98	1.92	80.08	81.90	77.37
Canned and preserved fruits and vegetables	41.0	40.9	38.6	1.32	1.28	1.24	54.18	52.57	47.76
Grain mill products	42.8	43.0	41.4	1.92	1.91	1.84	82.03	82.23	76.06
Bread and other bakery products	41.0	40.8	40.8	1.65	1.64	1.55	67.53	66.88	63.28
Distilled liquors	41.0	41.7	41.6	2.23	2.24	2.17	91.43	93.24	90.36
Malt liquors	39.1	39.3	39.0	2.49	2.47	2.39	97.62	97.23	93.10
Tobacco and tobacco products	39.1	37.7	37.6	1.95	2.18	1.88	76.25	82.21	70.79
Rubber products	42.4	42.4	42.9	2.01	2.01	1.96	85.22	85.18	83.90
Leather products	40.8	40.4	41.2	1.35	1.34	1.30	55.00	54.21	53.54
Boots and shoes (except rubber)	40.3	40.0	40.8	1.30	1.30	1.25	52.57	51.89	51.14
Other leather products	41.9	41.3	42.1	1.44	1.43	1.40	60.24	59.21	59.01
Textile products (except clothing)	43.3	43.3	43.1	1.50	1.49	1.44	64.75	64.49	62.14
Cotton yarn and broad woven goods	43.5	42.8	41.5	1.52	1.52	1.47	65.99	65.06	61.19
Woollen goods	42.8	43.0	43.6	1.37	1.38	1.33	58.73	59.14	57.95
Synthetic textiles and silk	43.6	43.9	44.5	1.61	1.60	1.54	70.12	70.09	68.48
Clothing (textile and fur)	38.5	39.2	38.5	1.27	1.29	1.22	48.96	50.46	46.75
Men's clothing	38.4	38.7	38.2	1.27	1.28	1.22	48.94	49.74	46.48
Women's clothing	35.9	37.3	36.3	1.35	1.38	1.26	48.38	51.63	45.83
Knit goods	42.2	42.5	42.3	1.20	1.20	1.15	50.63	50.80	48.77
*Wood products	41.8	41.6	41.7	1.75	1.73	1.68	73.00	72.03	69.89
Saw and planing mills	40.7	40.5	40.5	1.87	1.84	1.80	76.16	74.76	72.74
Furniture	44.0	43.8	44.0	1.58	1.58	1.52	69.49	69.20	67.06
Other wood products	43.2	43.0	42.7	1.41	1.42	1.39	61.00	60.99	59.24
Paper products	42.0	41.9	41.2	2.32	2.31	2.26	97.48	96.78	92.82
Pulp and paper mills	42.1	41.8	41.2	2.51	2.50	2.45	105.85	104.35	100.91
Other paper products	41.6	42.0	41.1	1.82	1.83	1.74	75.57	76.83	71.66
Printing, publishing and allied industries	39.1	38.9	38.9	2.42	2.41	2.32	94.58	93.74	90.17
*Iron and steel products	41.6	41.5	41.8	2.26	2.26	2.19	93.97	93.86	91.60
Agricultural implements	41.0	39.7	40.5	2.35	2.36	2.24	96.43	93.95	90.91
Fabricated and structural steel	42.3	42.5	42.3	2.20	2.21	2.12	92.85	93.93	89.87
Hardware and tools	42.7	42.5	43.3	1.88	1.88	1.83	80.41	79.88	79.17
Heating and cooking appliances	41.4	42.4	41.7	1.94	1.94	1.85	80.19	82.10	76.99
Iron castings	42.0	42.2	41.8	2.17	2.14	2.08	91.10	90.49	86.86
Machinery, industrial	42.5	42.0	42.6	2.13	2.13	2.05	90.55	89.54	87.58
Primary iron and steel	40.3	40.2	41.1	2.68	2.68	2.63	107.76	107.63	107.78
Sheet metal products	40.6	41.2	41.3	2.16	2.16	2.08	87.52	89.00	86.02
Wire and wire products	43.3	42.5	42.3	2.21	2.20	2.17	95.55	93.29	91.83
*Transportation equipment	43.9	42.1	42.2	2.40	2.34	2.27	105.54	98.29	95.89
Aircraft and parts	42.5	42.5	40.7	2.30	2.30	2.16	97.91	97.68	87.94
Motor vehicles	48.5	43.6	46.0	2.73	2.62	2.58	132.42	114.35	118.81
Motor vehicle parts and accessories	44.0	42.1	43.3	2.35	2.24	2.22	103.24	94.21	96.04
Railroad and rolling stock equipment	40.3	40.2	39.1	2.19	2.18	2.12	88.36	87.85	82.81
Shipbuilding and repairing	41.0	40.7	40.2	2.31	2.27	2.17	94.80	92.33	87.39
*Non-ferrous metal products	41.2	41.3	41.3	2.24	2.23	2.16	92.04	92.19	89.05
Aluminum products	42.0	42.5	42.5	2.02	2.01	1.94	84.63	85.35	82.56
Brass and copper products	42.6	42.4	41.6	2.16	2.14	2.07	92.08	90.72	85.96
Smelting and refining	40.2	40.4	40.5	2.50	2.50	2.42	100.45	101.23	98.20
*Electrical apparatus and supplies	41.2	41.3	41.3	1.96	1.96	1.91	80.90	80.98	78.71
Heavy electrical machinery and equipment	41.5	41.2	42.0	2.22	2.22	2.14	92.00	91.48	89.99
Telecommunication equipment	40.4	40.5	41.0	1.76	1.76	1.71	70.94	71.15	70.16
Refrigerators, vacuum cleaners and appliances	41.0	41.4	41.0	1.99	1.98	1.96	81.71	82.26	80.30
Wire and cable	42.5	42.8	41.7	2.20	2.19	2.14	93.46	93.63	89.29
Miscellaneous electrical products	41.5	41.4	41.0	1.87	1.87	1.80	77.48	77.30	73.81
*Non-metallic mineral products	[3]	44.4	43.6	2.01	2.01	1.94	88.19	88.88	84.41
Clay products	[3]	43.2	43.1	1.79	1.79	1.74	77.24	77.52	75.20
Glass and glass products	42.[3]	41.0	41.6	2.06	2.04	1.96	86.57	83.73	81.60
Products of petroleum and coal	42.1	42.6	41.4	2.77	2.80	2.69	116.46	119.30	111.25
Chemical products	40.8	41.3	41.2	2.19	2.20	2.13	89.51	90.93	87.63
Medicinal and pharmaceutical preparations	40.2	39.8	39.8	1.72	1.71	1.64	69.01	68.13	65.44
Acids, alkalis and salts	40.4	41.6	41.6	2.54	2.56	2.47	102.67	106.36	102.57
Miscellaneous manufacturing industries	41.8	41.9	41.8	1.60	1.58	1.52	66.77	66.24	63.55
Professional and scientific equipment	41.5	41.8	40.6	1.99	1.98	1.88	82.74	82.73	76.48
Construction	**41.0**	**42.6**	**40.7**	**21.6**	**2.17**	**2.08**	**88.55**	**92.32**	**84.57**
Building and general engineering	40.8	42.0	40.9	2.36	2.36	2.27	96.17	99.08	92.65
Highways, bridges and streets	41.4	43.9	40.5	1.79	1.80	1.72	73.87	79.13	69.72
Electric and motor transportation	**44.1**	**44.8**	**44.0**	**2.04**	**2.04**	**1.98**	**89.73**	**91.49**	**87.20**
Service	**37.3**	**37.6**	**38.0**	**1.18**	**1.17**	**1.12**	**43.82**	**43.96**	**42.66**
Hotels and restaurants	36.8	37.1	37.8	1.15	1.14	1.08	42.21	42.38	40.94
Laundries and dry cleaning plants	39.9	40.4	40.1	1.10	1.10	1.06	44.04	44.49	42.63

*Durable manufactured goods industries

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
January 1959	9,425	9,295	18,720	615,788	175,574	791,362
January 1960	8,206	10,325	18,531	606,165	180,129	786,294
January 1961	8,866	8,377	17,243	668,766	185,972	854,738
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963	22,865	21,723	44,588	341,869	130,084	471,953
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963[1]	18,913	15,351	34,264	432,390	131,532	563,922
January 1964[1]	19,744	15,680	35,424	498,726	153,661	652,387

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1959-1962, AND DURING MONTH, DECEMBER, 1962-DECEMBER, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	209,852	73,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December[1]	361,520	102,561	67,736	39,222	65,920	38,947

[1]Preliminary—subject to revision.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING DECEMBER, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1962
Agriculture, Fishing, Trapping	**754**	**143**	**897**	**−1,615**
Forestry	**1,575**	**28**	**1,603**	**− 155**
Mining, Quarrying and Oil Wells	**456**	**39**	**495**	**− 77**
Metal Mining	275	10	285	+ 58
Fuels	82	14	96	− 103
Non-Metal Mining	35	.....	35	− 28
Quarrying, Clay and Sand Pits	7	.....	7	− 14
Prospecting	57	15	72	+ 10
Manufacturing	**9,248**	**4,269**	**13,517**	**+ 763**
Foods and Beverages	859	420	1,279	− 97
Tobacco and Tobacco Products	39	20	59	+ 11
Rubber Products	99	85	184	+ 88
Leather Products	174	237	411	+ 42
Textile Products (except clothing)	369	266	635	+ 111
Clothing (textile and fur)	246	1,055	1,301	− 166
Wood Products	1,402	174	1,576	+ 60
Paper Products	772	199	971	+ 380
Printing, Publishing and Allied Industries	339	336	675	− 48
Iron and Steel Products	1,703	288	1,991	− 87
Transportation Equipment	1,789	177	1,966	+ 464
Non-Ferrous Metal Products	283	144	427	+ 120
Electrical Apparatus and Supplies	314	355	669	− 213
Non-Metallic Mineral Products	276	79	355	+ 8
Products of Petroleum and Coal	23	12	35	− 7
Chemical Products	302	155	457	+ 110
Miscellaneous Manufacturing Industries	259	267	526	− 13
Construction	**7,855**	**116**	**7,971**	**+ 670**
General Contractors	5,236	48	5,284	+ 708
Special Trade Contractors	2,619	68	2,687	− 38
Transportation, Storage and Communication	**4,058**	**243**	**4,301**	**− 506**
Transportation	3,797	123	3,920	− 473
Storage	197	30	227	− 20
Communication	64	90	154	− 13
Public Utility Operation	**165**	**44**	**209**	**+ 89**
Trade	**6,757**	**5,144**	**11,901**	**+ 933**
Wholesale	2,389	762	3,151	+ 446
Retail	4,368	4,382	8,750	+ 487
Finance, Insurance and Real Estate	**423**	**672**	**1,095**	**+ 160**
Service	**34,629**	**28,249**	**62,878**	**+7,451**
Community or Public Service	700	966	1,666	− 23
Government Service	28,388	18,568	46,956	+6,668
Recreation Service	217	115	332	− 69
Business Service	1,219	405	1,624	− 42
Personal Service	4,105	8,195	12,300	+ 917
GRAND TOTAL	**65,920**	**38,947**	**104,867**	**+7,713**

[1]Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT DECEMBER 31, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	8,739	1,814	10,553
Clerical Workers	17,944	39,003	56,947
Sales Workers	8,190	11,410	19,600
Personal and Domestic Service Workers	38,252	26,469	64,721
Seamen	3,984	37	4,021
Agriculture, Fishing, Forestry (Ex. log.)	8,776	708	9,484
Skilled and Semi-Skilled Workers	191,535	21,984	213,519
Food and kindred products (incl. tobacco)	1,754	588	2,342
Textiles, clothing, etc.	3,612	14,391	18,003
Lumber and lumber products	18,873	147	19,020
Pulp, paper (incl. printing)	1,331	446	1,777
Leather and leather products	1,324	1,230	2,554
Stone, clay and glass products	809	50	859
Metalworking	15,434	947	16,381
Electrical	2,961	1,138	4,099
Transportation equipment	469	22	491
Mining	2,023	.....	2,023
Construction	60,839	6	60,845
Transportation (except seamen)	36,359	87	36,446
Communications and public utility	975	2	977
Trade and service	5,863	1,764	7,627
Other skilled and semi-skilled	26,804	830	27,634
Foremen	4,558	327	4,885
Apprentices	7,547	9	7,556
Unskilled Workers	154,970	30,107	185,077
Food and tobacco	7,115	10,705	17,820
Lumber and lumber products	16,306	411	16,717
Metalworking	6,781	589	7,370
Construction	82,077	3	82,080
Other unskilled workers	42,691	18,399	61,090
GRAND TOTAL	**432,390**	**131,532**	**563,922**

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT DECEMBER 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Dec. 31, 1963	Registrations Previous Year Dec. 31, 1962
Newfoundland	**22,400**	**23,495**
Corner Brook	4,627	5,075
Grand Falls	2,277	2,591
St. John's	15,496	15,829
Prince Edward Island	**4,440**	**4,698**
Charlottetown	2,821	2,883
Summerside	1,619	1,815
Nova Scotia	**26,896**	**28,142**
Amherst	1,204	1,350
Bridgewater	1,842	1,881
Halifax	6,088	5,918
Inverness	799	969
Kentville	2,587	2,516
Liverpool	632	659
New Glasgow	3,501	3,800
Springhill	957	1,043
Sydney	3,520	4,273
Sydney Mines	1,417	1,516
Truro	1,970	1,950
Yarmouth	2,379	2,267
New Brunswick	**25,847**	**28,916**
Bathurst	4,833	4,769
Campbellton	1,901	2,232
Edmundston	1,595	1,923
Fredericton	1,566	2,142
Minto	323	383
Moncton(2)	6,745	7,869
Newcastle	2,223	2,731
Saint John	2,885	3,341
St. Stephen	2,020	1,467
Sussex	495	666
Woodstock	1,261	1,593
Quebec	**181,226**	**195,639**
Alma	2,382	2,655
Asbestos	858	1,003
Baie Comeau	1,120	1,131
Beauharnois	1,310	1,355
Buckingham	1,042	1,231
Causapscal	1,583	1,844
Chandler	2,018	2,158
Chicoutimi	1,974	2,344
Cowansville	448	465
Dolbeau	1,066	1,317
Drummondville	2,635	2,453
Farnham	660	620
Forestville	847	812
Gaspé	1,620	1,792
Granby	2,866	3,394
Hull	4,486	4,215
Joliette	4,159	4,596
Jonquière	2,445	3,127
Lachute	936	1,252
Lac-Mégantic	1,026	1,266
La Malbaie	1,619	2,085
La Tuque	691	804
Lévis	4,765	3,958
Louiseville	1,092	1,312
Magog	811	829
Maniwaki	765	731
Matane	2,307	2,992
Mont-Laurier	872	985
Montmagny	2,210	2,183
Montréal	57,698	64,315
New Richmond	1,799	1,791
Port Alfred	1,054	1,419
Québec	14,429	13,522
Rimouski	3,678	3,998
Rivière du Loup	4,145	4,807
Roberval	1,485	1,415
Rouyn	2,611	2,367
Ste. Agathe des Monts	1,058	1,080
Ste. Anne de Bellevue	1,139	1,194
Ste. Thérèse	2,759	2,697
Ste. Hyacinthe	2,961	2,563
St. Jean	2,238	2,606
St. Jérôme	2,415	3,326
Sept-Iles	2,042	2,408
Shawinigan	4,342	4,881
Quebec—Continued		
Sherbrooke	4,722	5,690
Sorel	2,628	2,501
Thetford Mines	3,338	2,317
Trois-Rivières	5,504	6,004
Val d'Or	1,534	1,713
Valleyfield	2,319	2,695
Victoriaville	2,374	2,602
Ville St. Georges	2,341	2,819
Ontario	**167,550**	**179,398**
Arnprior	411	438
Barrie	1,347	1,357
Belleville	1,822	1,759
Bracebridge	1,241	1,213
Brampton	1,259	1,299
Brantford	2,303	2,709
Brockville	621	730
Carleton Place	457	371
Chatham	1,826	2,568
Cobourg	1,048	955
Collingwood	961	1,050
Cornwall	2,945	3,151
Elliot Lake	343	424
Fort Erie	792	808
Fort Frances	743	702
Fort William	2,365	2,627
Galt	1,091	1,375
Gananoque	355	398
Goderich	684	700
Guelph	1,661	1,544
Hamilton	11,527	11,625
Hawkesbury	1,057	1,043
Kapuskasing	532	860
Kenora	907	1,156
Kingston	2,274	2,179
Kirkland Lake	705	950
Kitchener	2,975	3,070
Leamington	1,400	1,646
Lindsay	680	666
Listowel	402	417
London	5,049	5,190
Long Branch	3,499	3,224
Midland	1,263	1,328
Napanee	734	841
New Liskeard	514	654
Newmarket	1,451	1,331
Niagara Falls	3,039	2,824
North Bay	1,885	1,981
Oakville	774	777
Orillia	947	1,086
Oshawa	4,722	4,612
Ottawa	6,974	7,543
Owen Sound	1,570	1,823
Parry Sound	605	654
Pembroke	1,634	1,850
Perth	798	606
Peterborough	2,612	2,979
Picton	526	569
Port Arthur	3,256	3,472
Port Colborne	1,210	1,572
Prescott	985	913
Renfrew	588	734
St. Catharines	4,039	4,292
St. Thomas	965	1,596
Sarnia	2,749	2,480
Sault Ste. Marie	2,273	3,417
Simcoe	1,506	1,775
Smiths Falls	606	574
Stratford	624	827
Sturgeon Falls	1,012	1,043
Sudbury	4,082	5,565
Tillsonburg	449	769
Timmins	1,699	1,725
Toronto	40,589	41,472
Trenton	791	804
Walkerton	988	797
Wallaceburg	689	715
Welland	2,416	2,419
Weston	3,544	3,491
Windsor	6,440	8,453
Woodstock	720	831

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, - AT DECEMBER 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Dec. 31, 1963	Registrations Previous Year Dec. 31, 1962
Manitoba	**23,268**	**29,148**
Brandon	2,396	2,626
Dauphin	1,631	1,831
Flin Flon	175	198
Portage la Prairie	1,106	1,327
The Pas	421	509
Winnipeg	17,539	22,657
Saskatchewan	**18,692**	**21,002**
Estevan	386	457
Lloydminster	411	474
Moose Jaw	1,358	1,600
North Battleford	1,294	1,394
Prince Albert	2,595	3,004
Regina	4,407	4,902
Saskatoon	4,372	4,764
Swift Current	960	1,009
Weyburn	435	484
Yorkton	2,474	2,914
Alberta	**31,044**	**32,040**
Blairmore	464	495
Calgary	9,294	10,484
Drumheller	595	561
Edmonton	13,970	13,235
Edson	324	492
Grande Prairie	821	861
Lethbridge	2,788	3,085
Medicine Hat	1,420	1,575
Red Deer	1,368	1,252
British Columbia	**62,559**	**68,526**
Chilliwack	2,423	2,431
Courtenay	1,495	1,559
Cranbrook	1,008	1,306
Dawson Creek	1,215	1,247
Duncan	1,039	1,270
Kamloops	1,743	1,531
Kelowna	1,404	1,401
Kitimat	.....	179
Mission City	1,363	1,352
Nanaimo	1,590	1,556
Nelson	977	1,030
New Westminster	9,119	9,709
Penticton	1,925	1,665
Port Alberni	797	762
Prince George	1,710	2,494
Prince Rupert	1,836	1,853
Princeton	.....	529
Quesnel	755	810
Trail	900	1,006
Vancouver	25,107	28,546
Vernon	1,864	1,950
Victoria	3,774	3,683
Whitehorse	515	657
CANADA	**563,922**	**611,004**
Males	432,390	473,575
Females	131,532	137,429

(1) Preliminary subject to revision.

(2) Includes 1094 registrations reported by the Magdalen Islands local office.

Note: Effective September 28, 1963 the area served by Princeton local office is served by the Kamloops and Penticton local offices.

Effective November 29, 1963 the Kitimat local office closed and the area served by this office was transferred to Prince Rupert local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: *Statistical Report on The Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—October	4,189,000	3,970,100	218,900
September	4,114,000	3,927,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100
1962—December	4,223,000	3,631,000	592,000
November	4,110,000	3,735,800	374,200
October	4,009,000	3,764,900	244,100

Collective Bargaining Review

(*Continued from page 124*)

Part III—Settlements Reached During January 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

CDN. MARCONI, MONTREAL, QUE.—SALARIED EMPL. ASSN. (IND.): 2-yr. agreement covering 850 empl.—wage increase of 2% for empl. below mid-point of rate range; bi-weekly increase of $6 to $9 for empl. at or above mid-point of rate range; vacation pay to be percentage of gross earnings (previously percentage of regular pay); limit on accumulation of sick leave credits increased from 30 to 40 days; agreement to expire Dec. 31, 1965.

CNR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC): 2-yr. agreement covering 8,600 empl.—wage increases of 2% eff. Jan. 1, 1964, 1% eff. Sept. 1, 1964 and 2% eff. May 1, 1965; agreement to expire Dec. 31, 1965.

COUNCIL OF PRINTING INDUSTRIES, TORONTO, ONT.—TYPOGRAPHCIAL UNION (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 6¢ an hr. retroactive to June 1, 1963, 7¢ an hr. eff. Jan. 1, 1964, 7¢ an hr. eff. June 1, 1964, and 6¢ an hr. eff. Jan. 1, 1965; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.); rate for journeyman on June 1, 1965 will be $3.35 an hr.; agreement to expire May 31, 1965.

CPR, SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 1,900 empl.—wage increases of 3% eff. March 16, 1964, 3% eff. Dec. 16, 1964, 3% eff. Sept. 16, 1965 and 3% eff. June 16, 1966 for yard engineers; wage increases of 1% eff. March 16, 1964, 1% eff. March 16, 1965 and 1½% eff. March 16, 1966 for road engineers; agreement to expire March 15, 1967.

CPR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC): 2-yr. agreement covering 5,700 empl.—wage increases of 2% eff. Jan. 1, 1964, 1% eff. Sept. 1, 1964 and 2% eff. May 1, 1965; agreement to expire Dec. 31, 1965.

DRESS MFRS. GUILD (SPORTSWEAR DIV.), TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 2½-yr. agreement covering 1,800 empl.—general wage increase of 7%; agreement to expire July 31, 1966.

MANITOBA HYDRO—IBEW (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases for most empl., amount depending on classification; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); compulsory check-off of union dues; improvements in stand-by pay; agreement to expire March 31, 1965.

TCA, COMPANY-WIDE—TCA SALES EMPL. (IND.); 2-yr. agreement covering 1,400 empl.—wage increases of approx. 4% retroactive to Sept. 1963 and approx. 3% eff. Nov. 1964; agreement to expire Nov. 1965.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, NOVEMBER 29, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of The Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	October 31 1963	Nov. 30 1962
Canada	303,353	182,832	72,391	30,155	17,975	218,866	374,191
Male	216,940	143,518	46,151	16,486	10,785	143,553	274,881
Female	86,413	39,314	26,240	13,669	7,190	75,313	99,310
Newfoundland	12,169	8,587	2,224	885	473	5,809	14,032
Male	10,707	7,951	1,817	646	293	4,803	12,720
Female	1,462	636	407	239	180	1,006	1,312
Prince Edward Island	1,858	1,481	186	137	54	774	2,504
Male	1,378	1,143	108	73	54	487	1,914
Female	480	338	78	64	.....	287	590
Nova Scotia	14,340	8,302	3,397	1,672	969	9,662	19,320
Male	11,219	6,894	2,475	1,175	675	7,045	15,998
Female	3,121	1,408	922	497	294	2,617	3,322
New Brunswick	13,540	8,551	3,011	1,113	865	8,768	17,990
Male	9,995	6,555	2,033	781	626	6,244	14,269
Female	3,545	1,996	978	332	239	2,524	3,721
Quebec	91,277	53,072	23,161	9,610	5,434	69,817	111,469
Male	65,987	41,711	15,639	5,351	3,286	47,685	82,014
Female	25,290	11,361	7,522	4,259	2,148	22,132	29,455
Ontario	89,677	52,043	21,737	9,785	6,112	69,843	109,821
Male	58,904	37,846	12,729	4,806	3,523	42,324	74,468
Female	30,773	14,197	9,008	4,979	2,589	27,519	35,353
Manitoba	12,266	7,757	2,585	1,161	763	7,928	18,705
Male	9,065	6,288	1,501	724	552	4,554	14,190
Female	3,201	1,469	1,084	437	211	3,374	4,515
Saskatchewan	8,116	5,490	1,556	746	324	4,276	11,641
Male	6,032	4,621	910	331	170	2,345	8,813
Female	2,084	869	646	415	154	1,931	2,828
Alberta	21,182	13,142	5,155	1,948	937	13,290	22,393
Male	15,420	11,135	2,805	980	500	8,891	16,474
Female	5,762	2,007	2,350	968	437	4,399	5,919
British Columbia	38,928	24,407	9,379	3,098	2,044	28,699	46,316
Male	28,233	19,374	6,134	1,619	1,106	19,175	34,021
Female	10,695	5,033	3,245	1,479	938	9,524	12,295

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, NOVEMBER, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	7,773	6,484	1,289	5,146	3,945	1,201	3,771
Prince Edward Island	1,365	1,170	195	650	460	190	876
Nova Scotia	8,472	6,265	2,207	6,393	4,632	1,761	3,550
New Brunswick	8,219	6,202	2,017	6,639	5,035	1,604	3,099
Quebec	55,477	37,761	17,716	44,636	33,128	11,508	24,377
Ontario	54,802	36,939	17,863	47,368	34,107	13,261	20,923
Manitoba	9,379	7,072	2,307	7,691	5,347	2,344	3,064
Saskatchewan	6,104	4,622	1,482	3,674	2,502	1,172	3,195
Alberta	13,110	8,909	4,201	11,015	7,851	3,164	4,836
British Columbia (incl. Yukon Territory)	24,674	17,188	7,486	20,077	14,105	5,972	9,916
Total, Canada, November 1963	189,375	132,612	56,763	153,289	111,112	42,177	77,607
Total, Canada, October 1963	126,219	79,690	46,529	117,375	80,555	36,820	41,521
Total, Canada, November 1962	243,563	175,672	67,891	194,160	149,888	44,272	99,470

* In addition, revised claims received numbered 32,512.

† In addition, 31,589 revised claims were disposed of. Of these, 3,285 were special requests not granted and 2,535 appeals by claimants. There were 8,132 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	18,351	426,280
Prince Edward Island	2,404	50,163
Nova Scotia	28,864	618,755
New Brunswick	27,445	591,878
Quebec	206,961	5,002,907
Ontario	204,171	4,887,937
Manitoba	24,937	587,591
Saskatchewan	12,516	287,578
Alberta	37,457	944,083
British Columbia (including Yukon Territory)	81,875	2,070,154
Total, Canada, November 1963	644,981	15,467,326
Total, Canada, October 1963	595,019	13,989,450
Total, Canada, November 1962	793,921	18,933,673

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1963

(1949 = 100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Dec. 1962	Nov. 1963	Dec. 1963							
St. John's, Nfld.	118.1	120.8	120.3	117.3	115.5	113.6	121.2	160.6	153.5	101.1
Halifax	130.8	131.4	131.9	126.6	133.2	128.6	138.2	166.1	167.2	124.3
Saint John	131.9	133.3	133.8	130.1	132.2	126.2	143.3	185.8	153.8	124.5
Montreal	132.3	133.9	134.3	137.5	135.1	111.4	158.7	172.1	148.2	121.7
Ottawa	132.7	134.5	134.8	131.9	136.9	125.3	154.4	170.0	143.4	123.8
Toronto	133.0	135.2	135.3	129.1	140.0	123.7	135.3	163.9	189.9	121.3
Winnipeg	130.1	131.2	131.1	129.4	128.0	125.1	134.9	179.1	140.6	125.5
Saskatoon-Regina	128.3	128.7	129.0	127.3	126.9	130.2	137.0	147.3	148.4	119.4
Edmonton-Calgary	127.4	127.7	128.0	123.3	126.8	126.9	130.7	168.8	146.7	119.4
Vancouver	130.6	131.8	131.9	130.5	134.7	121.4	139.0	151.2	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962: December	14	28	3,565	55,110	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05
May	28	44	6,214	30,300	0.02
June	40	63	7,302	78,400	0.07
July	27	61	17,101	181,030	0.15
August	28	55	11,597	73,340	0.06
September	30	63	9,583	86,320	0.08
October	49	81	24,861	138,980	0.11
November	12	44	6,193	51,020	0.05
December	13	32	4,341	38,320	0.03

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER, 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	3	1,310	2,970
Manufacturing	12	2,111	26,090
Construction	3	209	3,270
Transpn. and utilities	2	74	90
Trade	6	176	3,590
Finance	...	...	...
Service	6	461	2,310
Public administration	...	...	...
All industries	32	4,341	38,320

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER, 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	24	410
Prince Edward Island	1	11	250
Nova Scotia	1	1,216	1,220
New Brunswick	1	145	3,050
Quebec	10	1,636	22,370
Ontario	14	1,201	8,740
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	4	108	2,280
Federal	...	...	...
All jurisdictions	32	4,341	38,320

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			December	Accumulated		
MINES						
Mineral Fuels						
Dominion Coal No. 26 Colliery, Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,216	1,220	1,220	Dec. 12 Dec. 16	In sympathy with two workers who were suspended~Return of workers
MANUFACTURING						
Food and Beverages						
Viau Limitee, Montreal, Que.	CNTU	524	10,740	34,840	Sep. 26 Dec. 31	Wages~30¢ an hr. increase over a 3-yr. agreement.
Knitting Mills						
Regent Knitting Mills, St. Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO /CLC)	650	2,080	34,690	Aug. 13 Dec. 12	Wages, hours, working conditions~4¢ an hr. increase July 1963, 5¢ an hr. July 1964, and 5¢ July 1965; progressive reduction in hours from 49 to 47 per wk., improved vacations and statutory holidays.
Wood						
Bellerive Veneer and Plywoods, Mont-Laurier, Que	CNTU	107	2,310	13,680	Aug. 30	Wages, hours, working conditions~
Paper						
Kimberly-Clark Canada St. Hyacinthe, Que.	Pulp and Paper Mill Workers Loc. 933 (AFL-CIO /CLC)	179	3,040	8,590	Oct. 19 Dec. 26	Wages~9¢ an hr. increase Jan. 1, 1964, 4¢ Jan. 1, 1965; 4¢ July 1, 1965, 4¢ Jan. 1, 1966 and 4¢ July 1, 1966; $36 retroactive pay.
Primary Metals						
Page Hersey Tubes, Welland, Ont.	U.E. Loc. 523 (Ind.)	900	5,400	5,400	Dec. 19 Dec. 30	Suspension of 18 workers for refusal to work overtime~Return of workers.
CONSTRUCTION						
Janin Construction, St. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	2,830	2,830	Dec. 4	Wages, seniority, grievance committee~
TRADE						
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	156 (29)	3,050	11,020	Sep. 16	Wages~
SERVICE						
Education						
Roman Catholic School Board, Ste. Foy, Que.	Corporation des Instituteurs et Institutrices Catholique (Ind.)	370	1,110	1,110	Dec. 6 Dec. 11	Salary scales~Return of workers further negotiations.

Figures in parentheses indicate the number of workers indirectly affected.

Recent Regulations

(*Continued from page 147*)

It also authorized the establishment of a professional advisory committee to be known as the "Radiological Health Committee." Among other duties, this Committee is required to advise the Minister concerning all aspects of protection against the hazards of ionizing radiation, and to prepare a code of recommended practice for the guidance of persons in control of or using radiation equipment.

In November, after consultation with the Radiological Health Committee, regulations were issued defining the maximum permissible dose. In these regulations (O.C. 2003/63 gazetted November 15), the "maximum permissible dose" is defined as follows:

(a) the dose of X-radiation to the gonads, blood-forming organs or lens of the eye of any occupational worker equivalent to three rems in any period of 13 consecutive weeks; or

(b) in the case of an occupational worker of N years of age, the total accumulated exposure of X-radiation equivalent to 5(N-18) rems.

For purposes of these regulations, the dose in rems is to be considered numerically equal to the exposure in roentgens.